

POLITICS | Raila party rallies supporters at Kajwang's funeral service to press the government over Al Shabaab terror attacks



ODM wants Uhuru to resign over insecurity

“

Mr Kajwang's death has dealt ODM and Nyanza region a big blow, something that we are yet to comprehend”

Raila Odinga

➤➤ Large crowds turn out as senator's body arrives in Kisumu

➤➤ Fracas as emotional youths pelt dais with stones and bring down tent

➤➤ Homa Bay politician to be buried in his rural home today [Page 2-3](#)



A hearse bearing the remains of Homa Bay Senator Otieno Kajwang is mobbed by thousands of Kisumu residents as it makes its way to Jomo Kenyatta Sports Ground for a funeral service. The body was flown to the Kisumu International Airport on a police aircraft.

TOM OTIENO | NATION

**STORY AND
MORE PICTURES
ON PAGES 2
AND 3**

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Wetang'ula sues Mungatana over Sh12m 'friendly loan'

BY THOMAS KARIUKI

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Bungoma Senator Moses Wetang'ula is embroiled in a legal tussle with Mr Danson Mungatana over a Sh12 million

“friendly loan” that the Kenya Ports Authority chairman has failed to pay.

In a suit filed against Mr Mungatana, Mr Wetang'ula has said that he gave the loan on the strength of an oral agreement with the former MP and assistant minister.

According to the documents, Mr Mungatana denies having received the money.

Mr Wetang'ula, who is also the Leader of the Minority in the Senate, has told the court that sometime in 2010, he gave Sh12 million being a friendly loan to Mr Mungatana who

at the time had told him that he had a pressing issue.

“On receipt of the aforesaid friendly loan, the defendant gave the plaintiff his personal cheques which were to be banked on the due dates,” the Cord

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POLITICS | Senators, MPs unite in their call for President to step down as they criticise Jubilee Coalition's response to recent attacks

Resign, ODM leaders tell Uhuru as they

Raila uses service to honour Kajwang' to warn party rebels to either toe the party line or resign their positions

BY SILAS APOLLO
November 27, 2014
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Cord leaders yesterday challenged President Kenyatta to resign over rising insecurity a day after he told the public to play a bigger role in fighting crime by taking responsibility for their safety.

During yesterday's prayer service for Homa Bay Senator Otieno Kajwang' in Kisumu, the Cord politicians, led by Mr Raila Odinga said the Jubilee Coalition had failed to provide security, leading to death of innocent Kenyans.

The cited the recent Manderla attacks in which 28 people were shot dead by terrorists as well as earlier killings in Mpeketoni, Kapedo and the Westgate Mall, all of which have claimed over 170 lives.

Speaking at the Jomo Kenyatta Sports Grounds, Siaya Senator James Orengo said Mr Kajwang's death should be a wake-up call to the President to match his words on improving security with action.

"Kajwang's last message while debating in the Senate was firmly telling the Jubilee government to put their house in order to avert the security menace," Mr Orengo told the large gathering that had turned up to pay their last respects to the senator, who died of a heart attack last week.

Machakos Senator Johnson Muthama asked the Jubilee government to surrender power to Cord to avert an escalation of insecurity.

"Jubilee has failed the country and President Uhuru Kenyatta must surrender or else they will be responsible for the innocent blood," he said.

Suba MP John Mbadi accused the Jubilee government of hoodwinking Kenyans on security matters.

"The President should stop playing public relations at the expense of the security of Kenyans. He should realise that people are dying," Mr Mbadi said.

His Suna counterpart Junet Mohamed called for the resignation of President Kenyatta, saying, his leadership was an example of a failed government.

"It's time President Kenyatta realised that the lives of over 40 million Kenyans are at stake. Time is ripe that Kenyans send the Jubilee government packing," he said.

A visibly emotional Mr Odinga, who arrived at the venue in a helicopter, led the roaring crowd in chanting "Jowi, Jowi (hero)" to symbolise Kajwang's bravery.

Sensitive issues

He thanked the government for the assistance towards the senator's burial and said ODM was ready to help on sensitive issues facing the country like insecurity. Kajwang's body was flown to Kisumu in a police aircraft.

Mr Odinga also used the occasion to warn ODM rebels to either toe the party line or resign.

"We had warned them before that they either shape up or ship out. The choice is now theirs," he said.

In his eulogy, Mr Odinga said: "Mr Kajwang's death has dealt ODM and Nyanza region a big blow, something that we are yet to comprehend."

He said Mr Kajwang' never shied away from enforcing discipline against errant party members.

Before the ODM leader arrived at the venue, there had been a security scare at the main dais when hundreds of youths surged forward as the hearse carrying Kajwang's body arrived. This compelled the bodyguards of various dignitaries on the dais to take strategic positions.

The security team had a hectic time



TOM OTIENO | NATION

Cord leader Raila Odinga addresses mourners who had turned up to pay their last respects to Homa Bay Senator Otieno Kajwang' at the Jomo Kenyatta Sports Ground in Kisumu yesterday. He steered clear of calls by ODM leaders for the President to step down.

9am

The time the police aircraft carrying Kajwang's body touched down at the Kisumu International Airport

as they sought to control the hundreds of youths who had blocked the hearse from entering a tent that had been set aside for it.

A section of the youths threw stones at the main dais and brought down one tent near it. However, Mr Odinga's arrival calmed them down and he later led them in chanting praises for Kajwang'.

The senator's body arrived at the Kisumu International Airport at 9am. ODM youths caused a security scare when they stormed into the sports

ground moments after the police aircraft carrying the body arrived. Some security officers cocked their guns, but were restrained by their superiors. Kisumu Senator Anyang' Nyong'o and Homa Bay County Woman MP Gladys Wanga intervened to calm the situation. Homa Bay governor Cyprian Awiti and his Siaya counterpart, Mr Cornel Rasanga received the body.

Kajwang's brother and Ruaraka MP Tom Kajwang' and other family members including the fallen senator's bodyguard, Mr Michael Kaoga,

Crowd trouble mars public viewing of body

BY ELVIS ONDIEKI
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The planned public viewing of Senator Otieno Kajwang's body in Kisumu and his rural home was yesterday marred by crowd trouble as youths scrambled to get access to the tent sheltering the coffin.

At Kisumu's Jomo Kenyatta Sports Ground, crowds became uncontrollable shortly after 10am and broke the security barriers in front of the dais.

The residents surrounded the tent where the Homa Bay senator's body was to be laid for viewing, making it impossible for the coffin to be removed from the hearse when it finally arrived.

Journalists were left between a rock and a hard place as crowds pressed forward while the VIPs' security detail kept pressing back. It was a near-stampede when the hearse entered the grounds.

The master of ceremony's appeals to the crowd not to repeat what had happened the previous day in Nairobi fell on deaf ears when crowds destroyed barriers that had been placed to guide the queue.

At the Homa Bay Stadium, security personnel had a hectic time battling hundreds of youths who had blocked the hearse from entering a tent set aside for it.

Threw stones

Some youths threw stones at the main dais and brought down another tent that had been designated to shelter the coffin.

Speaking to the *Nation*, security experts Richard Thuta and James Onyango said the organisers should tighten security to ensure today's burial goes on smoothly.

But burial committee chairman Martin Opere noted that the crowd trouble was not because of disorder but due to the excitement among the senator's supporters.

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by criminal gangs and terrorists in various parts of the country

accuse him of failing to tame insecurity

MORE INFO

Leader to be buried in Homa Bay today

Business in Kisumu and other parts of Nyanza yesterday came to a standstill as hundreds of residents turned up to bid farewell to Homa Bay Senator Otieno Kajwang.

Thousands of Kisumu residents lined up key roads as a convoy escorting Kajwang's body to the Jomo Kenyatta grounds for final prayers snaked its way through the town as the crowds chanted the 'Mapambano' song for which Kajwang's signature tune.

After the Kisumu meeting, the procession headed to Homa Bay, where there was near-stampede at the Homa Bay County Stadium moments after the hearse arrived.

The senator will be buried today at his Waondo Village home in Mbita.



The hearse bearing the remains of Senator Otieno Kajwang' makes its way to the Jomo Kenyatta Sports Ground in Kisumu yesterday. Thousands of mourners who had turned up for the funeral service were not allowed to view the body.
TOM OTIENO | NATION



arrived at the airport aboard another police aircraft.

There was a one-hour procession along Oginga Odinga Street to the Jomo Kenyatta Sports Ground for the open-air service.

Some spectators climbed on rooftops to get a better view of the procession that brought businesses in Kisumu to a standstill.

The hearse was escorted by youths waving twigs and chanting Mr Kajwang's *Mapambano* signature tune. Like the rest of the mourners, they were not allowed to view the body.

Prof Nyong'o described Mr Kajwang as a leader of the people who was gifted with the ability to charm crowds. "We are mourning but the fight must go on. We still have a long way to go as the opposition in pushing for change in the leadership of this country," he said.

Mr 'Tom Kajwang' described his

elder brother as a courageous leader, who never shied away from speaking his mind.

In Nairobi, the country's top security decision-making organ, the National Security Council, met yesterday for the second day running.

The State House meeting started at 6am and was still going on at 6pm. On Tuesday, the meeting went on until 1.30am.

On Wednesday, there was uproar in Parliament over the rising insecurity

with MPs calling on the President to take charge of the situation. They also proposed that police training should change. They blamed corruption for insecurity.

On the same day, the two main Christian religious organisations — the National Council of Churches of Kenya Conference of Catholic Bishops — asked the government to act to end the insecurity.

Euology by Mr Raila Odinga p. 13



Senator Anyang' Nyong'o (in black) and Siaya Governor Cornel Rasanga (in hat) receive the casket bearing the remains of Senator Otieno Kajwang' at the Kisumu International Airport yesterday. LEFT: Some of the mourners who followed the funeral procession from the airport.
TOM OTIENO | NATION



Francis Koech, winner of Kshs 100,000, receives his medal from Sayialel Naigwek of Molo Branch.

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7. Francis Koech, Molo
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10. Kenneth Ng'ang'a Kamau, Nyahururu
11. Peter Maina, Kimathi Street
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RELIGION | County Commissioner Marwa says those who cause violence will be dealt with individually

Joho talks tough on extremism as three mosques are reopened

Elected leaders will create time to engage with those who have divergent views, says Mombasa governor

BY WACHIRA MWANGI
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Three out of four controversial mosques which were closed down by police were re-opened yesterday as Mombasa county leaders talked tough against indiscipline and extremism among youth from the region.

However, the father of a gang attack suspect, who was picked to head the Masjid Musa committee, warned that no prayers would be held at the mosque without the express permission from his team.

"Those who strongly believe in Jihad should come and let us dialogue. We are ready to talk to you, come let's find solutions to whatever is bedeviling us," said Governor Hassan Joho outside Masjid Musa shortly after it was re-opened.

He said elected leaders from the county would create time to engage with those who have divergent views.

County Commissioner Nelson Marwa said those using places of worship to cause turmoil among the region would be dealt with.

"The government is going to deal with you individually; we are going to act on that, hope we are clear on that," he warned during a joint news briefing at the mosque.

Mr Joho urged Muslims not to fight other faiths. The mosques which were reopened were Musa, Sakina and Swafaa. Mr Marwa announced that Masjid Minaa would remain closed until the community forms a committee to manage it.

He urged the youth to respect the



WHAT THEY SAID

Leaders condemn violence by youths

County Commissioner Nelson Marwa: "The government is going to deal with you individually; we are going to act on that, hope we are clear on that".

"Starting today, we have agreed that peace prevails in these mosques and that they will be opened apart from Minaa in Kisauni

Governor Hassan Joho: "The mosque is the house of God and not a gym or a place for tours. It is meant for prayers".

Mvita MP Abdulswamad Nassir: "We need to ensure that there is peace and prosperity prevails in this city and that after this, the security organs will create room for prayers to continue with normally".

mosque as a place of worship. "The mosque is the house of God and not a gym or a place for tours. It is meant for prayers," the governor said.

He promised to work to refurbish

the mosque and, together with the area MP Abdulswamad Nassir, ensure sufficient water supply and restore the mosque as a place of worship.

Mr Marwa asked leaders to take up a greater role in matters of security. He called on political leaders and Islamic organisations like the Supreme Council of Kenya Muslims, the Council of Imams and Preachers of Kenya and the Kenya Muslims National Advisory Council, Muslim scholars and others to be proactive and not only intervene in times of crisis.

He urged religious leaders to use local radio stations to educate the public on the right principles of Islam.

The County Commissioner also thanked the county leadership and religious leaders for reaching an agreement ahead of the reopening of the mosques.

"We have very many mosques in this county; Likoni has 73, Kisauni 86, Mombasa 69 and Changamwe 48 but we have only had an issue with four," he said.

While speaking outside the mosque



LABAN WALLOGA | NATION

LEFT: Police Inspector Pius Mbithi reopens the Masjid Musa yesterday, paving the way for worshippers to conduct prayers there (above). One mosque was not reopened because the committee to manage it is yet to be formed.

in Majengo before the Dhuhr prayers, the county commissioner also said residents and visitors that Mombasa would have round-the-clock security.

Mr Nassir urged Muslims to coexist peacefully with other residents in Majengo and asked the community to take charge of the mosque by ensuring that the right teachings take place.

"We need to ensure that there is peace and prosperity prevails in this city and that after this, the security organs will create room for prayers to continue with normally," he said.

The mosque was reopened amid tight security as officers from the regular, Administration Police and GSU stood guard.

Green light before Friday prayers at Masjid Musa

BY NATION CORRESPONDENT

Friday prayers will not be held at Mombasa's Musa Mosque until a committee appointed to run it gives the all-clear.

The new chairman of the mosque, Mr Musa Khatib Khamis, yesterday told worshippers after the Dhuhr prayers that the prayers would not be held since "anything could happen".

Mr Khatib is the father of Kayuni Khatib — one of the four youths who surrendered to the police two weeks ago — and who has been charged with the attempted killing of CID boss Victor Thangalani.

Mr Khatib said nothing would take place in the mosque without his consent.

"I will not allow anyone to lead prayers or do anything else without my knowledge," Mr Khatib told the worshippers.

Look for a cleric

He told the congregation that nobody had asked for the keys to the mosque from County Commissioner Nelson Marwa during the two weeks it had been closed.

"I went to Mr Marwa's office and I will run the mosque the way I want. People will come to pray and leave me behind to close the mosque," Mr Khatib told the worshippers who had turned up for prayers after the mosque reopened.

Governor Hassan Joho asked those not happy with Mr Khatib's idea to consult and find a way forward.

"We have been through a lot of difficulties because of this mosque and we would like you not to argue over the issue. Sit down as a community and look for a cleric to lead you in everything here," he said.

He urged the elders to involve young people in decision-making and even include them in the committee.



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INSECURITY | Exodus follows killing of 28 people by Al-Shabaab militants on Saturday

Crisis as workers flee Mandera

Professionals camping at a military base leave by road after government fails to evacuate them

BY MANASE OTSIALO
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People from outside Mandera started leaving the county by road yesterday.

Among those fleeing are providers of essential services such as doctors and teachers.

The workers said they decided to take the risk and travel by road after their pleas to the government to evacuate them by air following Saturday's massacre, failed.

About 40 women with babies or those who were pregnant were airlifted to Nairobi by the military on Wednesday.

The professionals had demanded that the government evacuate them from the area after 28 people were shot dead by Al-Shabaab militants.

The group had been staying at a military camp in Mandera since the attack, fearing for their safety.

The Chief of Staff in the Office of the President and Head of Public Service Joseph Kinyua, flanked by Army Commander Jackson Kassaon visited the workers on Tuesday and



Head of Public Service Joseph Kinyua greets soldiers at the Mandera Airstrip on Tuesday. He pleaded with workers not to leave following Saturday's massacre of 28 people, mainly teachers.

urged them to stay.

"If you leave, then it will appear as if we have surrendered our sovereignty to Al-Shabaab," argued Mr Kinyua.

The two officials, who were accompanied by Mandera Governor Ali Roba, assured the workers of security.

Mr Roba held a public baraza in Mandera town on Wednesday and pleaded with those who provide essential services not to leave.

But yesterday, most of the workers said they feared for their lives and opted to leave the county by road.

Mr Daniel Wambua, a businessman in Mandera town told the *Nation* outside the KDF camp that

“

If you leave, then it'll appear as if we have surrendered our sovereignty to Al-Shabaab”

Joseph Kinyua, President's Chief of Staff

hopes of being airlifted to Nairobi had diminished.

"We are many here and we have not been told when and if we shall be flying to Nairobi. All they have told us is that a plane will be coming for us," said Mr Wambua.

"The soldiers are protecting us but to me, I think this is just to calm us down and try to make us stay. We cannot go back because we are not sure about our safety," said Mr Wambua.

Ms Cate Mugo, a nursery school teacher said she had lost faith in the government's ability to protect her.

Intelligence blamed over bus killings

BY NATION REPORTER

A security expert has blamed poor intelligence for the Mandera bus attack, which claimed 28 lives.

Retired military officer Mwenda Mbijiwe faulted the National Intelligence Service for failing to provide other security agencies with accurate intelligence, which could have helped in averting the attack last Saturday.

"What people do not want to admit is that our intelligence has failed. We are relying on white collar intelligence.

"We have failed to involve the local people to carry out covert intelligence gathering. That way, we could have detected and averted the Mandera killings," Mr Mbijiwe said.

Covert intelligence

"The Moi administration survived for 24 years because of using covert intelligence involving the local people, the local shopkeepers, shoe-shiners, newspaper vendors in intelligence gathering. We no longer involve this class of citizens and that is why our intelligence is failing," he added.

He also faulted the Kenya Defence Forces for failing to create a buffer zone along the Kenya/Somalia border to prevent Al-Shabaab militants from crossing into the country.

"The buffer zone should have pushed the Al-Shabaab to at least 200 kilometres inside Somalia."

Cabinet: No more foreign adoptions

BY NATION REPORTER

The government has banned the adoption of Kenyan children by foreigners.

The decision was arrived at during a cabinet meeting chaired by President Uhuru Kenyatta in Nairobi yesterday.

Licences of those involved in inter-country adoptions were revoked with immediate effect.

"The decision has been informed by Kenya's ranking by the Global Report on Trafficking in Persons 2014 that cited Kenya as a source, transit and destination country in human trafficking," said a Cabinet memo sent to newsrooms.

The country is also ranked at Tier 2 Watchlist for non-compliance with minimum standards for elimination of trafficking, based on the 2014 US State Department report on trafficking in persons.

"Currently, Kenyan laws do not define child sale, child procuring, child trade and child laundering as part of trafficking," said the memo.

The Cabinet said this had in effect put Kenyan children at high risk.

"This has created a loophole for fraudulent vested interests, masquerading

through ownership of children homes, adoption agencies and legal firms representing children, and adopters, to engage in the unscrupulous business of human trafficking under the guise of charity," the Cabinet said.

A report released in August by a child rights organisation Cradle indicates that children as young as two were victims of trafficking for illegal adoption.

19

The age of an Oklahoma man convicted of sexually abusing children in Kenya

However, according to the organisation, prosecution of culprits has remained elusive since investigations were not being conducted by the relevant state agencies.

A 19-year-old missionary from Oklahoma was recently charged in a US court for sexually abusing children in an orphanage in Nairobi.

Meanwhile the government is considering allocating additional funds to Uwezo Fund in the next financial year to be able to accommodate the huge number of interested youth and women.

SATURDAY NATION
TOMORROW

Millionaire paupers

Shocking story of Kenyans wallowing in poverty yet their millions are lying in banks and unclaimed assets.



Weekend

Philip Ochieng:
The very last word on
Ali Mazrui



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POLITICS | MP says hullabaloo unnecessary as concerns will be amicably addressed internally

Orange MPs oppose new line-up

Five MPs demand that the party holds open elections instead of the talks that resulted in the selection of party officials

BY JOHN NGIRACHU

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More Orange party MPs have opposed the party's compromise list of officials and demanded that the entire membership participate in elections.

After Funyula MP Paul Otuoma, who was among the first leaders to express their discomfort, five Orange Democratic Movement MPs demanded that the party hold open elections instead of having negotiations that resulted in the selection of the officials last weekend.

"We can't say that you can meet in a room and share positions and say that the decision was made by all," said Mr Otuoma at a press conference at Parliament Buildings.

He said that the protracted wrangling over positions, which escalated after an attempt to hold elections in March ended in disarray, should come to an end so that the party can play its role as the Opposition.

"We must get a solution to take the party forward so that we can stop talking and start working," Mr Otuoma added.

Mr Otuoma views the elevation of his younger Busia counterpart Mr Namwamba, who was named

REACTION

For and against compromise list



"We can't say that you can meet in a room and share positions and say that the decision was made by all."

Paul Otuoma



"How can we be in Opposition yet the people who are in dalliance with the government are the ones we are being given to lead us?"

Nicholas Gumbo



"All this hullabaloo is unnecessary. You'll never find 100 per cent concurrence on issues to do with party positions."

Opiyo Wandayi

secretary-general, as a slap in his face.

He was joined yesterday by Nicholas Gumbo (Rarieda), Simba Arati (Dagoretti North), Samuel Arama (Nakuru Town West) and Abdikadir Ore (Wajir North).

ODM party leader Raila Odinga has faced an unlikely revolt from his allies after the retreat in Elementaita at which the officials were selected, with Kakamega Governor Wycliffe Oparanya and Busia Woman

MP Florence Mutua rejecting their positions.

Mr Odinga has in the meantime been reaching out to disgruntled leaders who felt they should have been in the line-up but were dropped.

Mr Gumbo said the main concern of some in the party right now is the state of the secretariat, which he blamed for the mess at the Kasarani Gymnasium, the scene of the bungled elections in March.

He was also emphatic that their clamour is not for the positions but about the process through which the officials are

selected.

"How can we say that we are in the Opposition yet the people who are in dalliance with the government are the ones we are being given to lead us?" he asked.

He however said: "If the membership of the party feels that they are the right ones, we'll take them..."

Mr Gumbo said some of those uncomfortable with the list of officials spent their personal resources in Oka Kenya, the Cord-led push for a referendum, yet some did not even attend events in their own counties.

But according to Ugunja MP Opiyo Wandayi, who was named Secretary for Political Affairs, "all this hullabaloo is unnecessary" because all these concerns would be amicably addressed internally.

He said the list of officials was interim and subject to the approval of the National Governing Council, which meets at the Bomas of Kenya next Friday to decide on whether the named officials remain or are replaced.

"All these things are perfectly within the ODM constitution," he said at Parliament Buildings.

"You'll never find 100 per cent concurrence on issues to do with party positions because politicians by nature would want to be appointed," he added.

Governors, Cord step up push for referendum



BY NATION REPORTER

The Oka Kenya and Pesa Mashinani referendum initiatives are set to finalise their respective draft Bills next week ahead of their presentation to the electoral commission next month.

Council of Governors chairman Isaac Ruto (above) told the *Nation* that governors would hold a retreat with the team of experts working on the Pesa Mashinani draft Bill in Naivasha next week to fine-tune the final document before handing it over to the Independent Electoral and Boundaries Commission.

"We ought to have had the retreat this week to put together the final document, but we had to postpone it following the death of Senator (Otieno) Kajwang'. We have now set the retreat for next week in Naivasha," the Bomet Governor said.

At the same time, Mr Paul Mwangi, who chairs the team of experts spearheading the Oka Kenya push, said his team had finished compiling the final draft, which they would present to Cord MPs and senators next week.

"We have concretised our final draft, we now have an idea what we will take to the IEBC. What we want to do is to get a political reality check and that is why we are having a meeting with the politicians next week to get their views on the document," Mr Mwangi said.

He said his team would consult with the Cord political caucus that includes senators and MPs to iron out any contentious issues before taking the document to IEBC.

"Political consultations will start immediately culminating in the document being taken to IEBC. We are entering into the final phase of our task, which was to collect views and prepare the Bill," Mr Mwangi said.

A million signatures

Mr Ruto said the Pesa Mashinani initiative was almost hitting the "one million signature" mark set out in the Constitution.

"The last time I checked, we were almost hitting the one million signature target," he said.

Mr Mwangi had earlier revealed the meeting with MPs and senators was necessary to address a number of clauses, which leaders had expressed reservations about.

Among the contentious clauses in the draft Bill were a proposal to hold the election of the Executive and the legislative arms of government separately, or that of the national government and the devolved governments.

Pressure piles up to sack Chirchir

BY NATION REPORTER

Four ODM legislators yesterday piled pressure on President Kenyatta to sack Cabinet Secretary for Energy Davis Chirchir over corruption claims.

Ugunja MP Opiyo Wandayi said they will soon start collecting signatures in support of a motion seeking to compel the President to dismiss Mr Chirchir (right).

Mr Wandayi, who read a statement on behalf of his colleagues, Taita Taveta Woman Representative Joyce Lay, Westlands MP Tim Wanyonyi and Nominated MP Isaac Mwaura, accused the minister of violating the Constitution by his continued stay in the office in light of 'grave' allegations against him.

Corrupt officer

"We have decided to take this route because the President is unwilling to act on the matter to safeguard the Constitution by appearing to shield a corrupt officer," Mr Wandayi said.

Mr Chirchir is named as the recipient of a bribe in a case filed in a London court against a firm that supplied the defunct Interim Independent Electoral



Commission with ballot papers when the minister was a commissioner. He has not responded to the allegations and the Opposition coalition Cord has been pushing for his removal since the scam that has acquired the "chickengate scandal" nickname was reported over a week ago.

"Our aim is to protect the Constitution and to restore the image of our country," they said.

If the motion is driven through to the House, it will only add to the pressure the President has been facing to act on members of his administration, accused of graft or nonperformance.

Both Cord and Jubilee MPs have asked the President to sack Interior Cabinet Secretary Joseph Ole Lenku over increased insecurity in the country.

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COURT | Minority leader says he gave loan after oral agreement, KPA boss denies he owes the politician

Cord leader sues Mungatana over Sh12 million debt

“He has never responded to my requests for payment. He neither responded to my advocate’s letter nor fulfilled his promise.”

Senator Moses Wetang’ula in court papers

CONTINUED FROM PAGE 1

Senator says in the documents filed in court. He claims that the cheques Mr Mungatana gave him were returned unpaid by the bank for lack of sufficient funds. According to him, Mr Mungatana promised to repay the sum using other means after the cheques were dishonoured.

Requests for payment

The case had been slated for hearing yesterday, but was put off on request of the judge and will now be heard on December 8 before Mr Justice David Onyancha.

“He has never responded to my requests for payment. He neither responded to my advocate’s letter nor fulfilled his promise,” he said.

On the other hand Mr Mungatana has claimed that if there were any money that he owed the Cord senator, he must have paid back in full and entered a final settlement.

WHAT’S ALLEGED

Senator, KPA boss differ in debt case

Senator Moses Wetang’ula claims he gave a Sh12m loan to Mr Mungatana after an oral agreement.

He says he gave the sum in 2010 when Mr Mungatana told him he had a pressing personal matter.

According to him, Mr Mungatana gave him bouncing cheques.

Mr Mungatana says he does not owe the Cord senator any money and that the cheques were security for a deal they had together.

He says he did not receive any money with his free consent.



Mr Wetang’ula

He has also said that the suit was based on an illegal unenforceable contract, which is against public policy.

“It is tainted with misrepresentation and mistake of fact, non-disclosure of material facts and is, therefore, incompetent and bad in law,” Mr Mungatana said in his reply to the accusations against him.

He has also said that the claim was based on mischief and aimed at soiling his name. According to him, at no time did he ever receive any money with his full or free consent.



Mr Mungatana

The former Garsen MP similarly said that the cheques produced as support documents in the suit were the value of a principal sum given to the Senator and profit returns that were expected from a business deal they had executed together.

“The cheques were therefore to be held as security pending the maturity of the deal and were not intended to be presented to the bank for payment,” he said.

Mr Mungatana has also accused the senator of running out of patience before their deal could mature.

Mutua wants wife to bring back children

BY NATION CORRESPONDENT

Machakos Governor Alfred Mutua and his estranged wife are embroiled in a custody dispute over their three children who are living in Australia.

The governor took his wife, Ms Josephine Thitu Maundu, to court yesterday, seeking her to be compelled to return their children from Australia.


While he accuses his wife of secretly taking the children out of the country without his consent on November 5 to an unknown destination, Ms Maundu claims he abandoned the family in 2012.

Rights activists

Through lawyer Mugambi Lai-chena, Dr Mutua wants an order directing the head of mission and the Kenyan High Commissioner to Australia to assist him in bringing back the children.

He accuses some of his wife’s relatives and human rights activists of trying to force their way into his matrimonial property.

He wants Ms Maundu’s relatives, friends, tenants and employees restrained from entering, accessing or interfering with his matrimonial properties in Nairobi’s Westlands, and in Mavoko and Matathani in Machakos until the suit is heard and determined. The hearing resumes on Monday.



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No.	DESCRIPTION	No.	DESCRIPTION
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4.	Circle data system for desktops	9.	Other electronics
5.	CPUs		

CONDITIONS FOR SALE

- All interested bidders are requested to view the items up for auction at the CA Headquarters on Waiyaki Way to verify their condition. The items shall be auctioned on “as is, where is” basis and the Authority shall not warrant their condition.
- Viewing can be done during working hours (8.00am to 1.00 pm and 2.00 pm – 4.00 pm) from Wednesday, 3rd December to Tuesday, 9th December 2014. The Authority is not open on weekends.
- A deposit of 25% must be paid in cash/banker’s cheque at the fall of the hammer and the balance within 48 hours. The Auctioneer will re-sell any item not secured with the mandatory deposit by the end of the auction.
- All purchased items must be removed from the premises within five (5) working days after completion of the Auction. The Authority shall not be responsible for any loss thereafter.
- A levy of Kshs. Two Hundred (200.00) per day will be charged for storage after the expiry of the five days for a maximum of ten (10) days, after which the items shall be forfeited to the Authority without refunds for the amounts paid.

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PROTEST | Garbage collectors protest termination of their services



Garbage collectors protest the termination of their services from some estates in Nairobi's Zone 7 to pave way for another firm. Fifty companies are in danger of closing if the new firm takes over the garbage collection services in these estates, which include Kileleshwa, Kilimani, Lavington, Kangemi and parts of Westlands.

JENNIFER MUIRURI | NATION

300 Kenyan medics to join Ebola fight

BY NATION CORRESPONDENT

About 300 Kenyan doctors and other health workers leave for West Africa next week to assist in the war against Ebola, the Health ministry has said.

The health workers will be chosen from 650 applicants for the jobs, Health Cabinet Secretary James Macharia said yesterday.

"We are currently working on their (travel) logistics and issues pertaining to their insurance in conjunction with the African Union," Mr Macharia said.

650

The number of health workers who applied to go help fight Ebola in West Africa

"This will ensure that in case they happen to be taken ill while in the course of their duties, they will be able to access the required treatment, among other issues."

The minister said the ministry could not send all the 650 medics who applied for the jobs "in a bid to minimise chances of Ebola transmission when they returned".

He said the travel and insurance of the health workers would be catered for through a \$100 million (Sh9 billion) fund set-up by the World Bank to fight Ebola, which has so far killed more than 5,000 people in Sierra Leone, Liberia, and Guinea.

Kenya will send the highest number of health workers from the region to fight the disease, said the minister.

JUSTICE | Tutor to spend the rest of his life in jail

Teacher cut his pupil's scrotum

Instructor cut his pupil with a razor blade after ordering him to remove his shorts and lie on desk

BY GALGALO BOCHA
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A teacher was yesterday jailed for life for slashing his pupil's scrotum with a razor blade.

Primary school teacher Changoma Abdallah committed the heinous act on the pupil on January 21, 2013, at Bridge International Academy in Ujamaa, Likoni at the coast.

Other pupils had left for home and only two pupils were in school.

The boy told the court that as he was leaving the school gate, his teacher called him back to the classroom and ordered him to remove his shorts and lie on the desk.

The teacher then removed a

razor blade and cut the boy's scrotum and asked him to dress and go home, the court heard.

A neighbour alerted the child's stepmother, since his biological mother is mentally ill, after seeing him walk with difficulty, and in blood-stained trousers.

The stepmother alerted her husband, who came home and took his son to hospital.

Blood-stained desk

After being treated and discharged, the man took his son to Inukaa Police Station to record a statement. The following day he went to the school with the police.

The teacher had not reported to work that day because he knew what he had done and especially after the public turned up looking for him.

Police took the blood-stained desk as evidence and sent it to the Government Chemist for analysis.

Forensic analyst Oguda George Lawrence told the court that the blood on the desk matched that on the boy's school uniform.

In his verdict, Mombasa resident magistrate Geoffrey

“

Court decries the rot that threatens to tear the social fabric into tatters and consign morality to oblivion”

Resident magistrate
Geoffrey Kimanga

Kimanga said the minor's evidence was coherent and entirely believable because he recalled the entire event.

The boy had led the police to the scene where the blood-stained desk was and finally identified his attacker, Mr Kimanga noted.

"I am inclined to believe the testimony and chronology of events," he ruled.

"I hope the punishment herein will serve as a lesson to all like-minded elements," said the magistrate.

"The court decries the rot in society that now threatens to tear the social fabric into tatters and consign morality to oblivion. It calls for all education stakeholders to correct and act to ensure the safety of children in school," Mr Kimanga said.

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MURDER CASE | Man charged with raping and killing university student

Witness tells of kin's body under bed

Woman says the man accused of murdering her sister escorted her to the police station to report the death

BY VINCENT AGOYA
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vagoya@ke.nationmedia.com

A witness yesterday recounted in a Nairobi court that the body of her sister lay under a bed she was unwittingly sleeping in at a rented house.

Ms Nancy Bosibori Mogambi also said that a man charged with her sister's murder accompanied her to the police station to report the grisly finding before he was later linked to the crime.

The prosecution says that Mr Elly Waga Omondi also raped the former Kenyatta University student before killing her and stashing her body under the bed.

Spent night out

"I arrived home around 8pm and found the key at the window where we normally kept it; I then opened the door but I did not notice anything unusual...I thought she had gone to see her friends," Ms Bosibori said.

She said she stayed in the bedroom for a while before getting into bed.

"The following morning, March 26, 2012, I woke up around 7am and my sister had not turned up. I never took it seriously because she at times spent the night out...I locked the main door and placed the key at the window where she could find it," the witness said.

She then left for college and returned around 3pm. "I noticed that my sister had not turned up yet, as the clothing she had



PAUL WAWERU | NATION

CHRONOLOGY

Phone traced to man's house

March 24, 2012: Witness leaves to visit a friend in Rongai, informs her sister that she will not come home until the following day.

March 25, 2012: She returns home but does not notice anything unusual and goes to bed, although her sister's phone is switched off.

March 26, 2012: Witness wakes up and goes to college unaware that her sister's body is lying under the bed.

March 28, 2012: Police link male neighbour to murder and trace the slain student's phone to his house.

Mr Elly Waga Omondi is escorted out of a Nairobi court yesterday after the hearing of the case in which he is accused of raping and killing university student Ednah Nyanchama Mogambi in 2012.

washed were still on the line outside."

Ms Bosibori said she left the house to visit an aunt at the nearby Makongeni estate and returned at 9.30pm but her sister had still not turned up.

"The absence of my sister for such a long time, plus her phone being off, frightened me. Since I was alone I sat on the bed and impulsively decided to check under the bed," she said.

The witness said she saw her sister's leg and immediately rushed outside to tell a friend.

"I told him I had seen my sister under the bed," she said.

The friend, Mr Omondi, is

charged with the murder of Ms Ednah Mogambi at Mbotela Tel-e-posta staff quarters, Nairobi, on March 25, 2012.

Ms Bosibori said Mr Omondi accompanied her to Makongeni Police Station to report the matter. The officers later linked him to the murder.

Yesterday, a forensic expert told the court that Ms Mogambi's phone was tracked to Mr Omondi's house.

Mr Livingstone Lihanda said the student's phone, which had been switched off, was within 100 metres of the scene of crime.

The hearing resumes on March 9, next year.

BRIEFLY

NAIROBI

Man in court over cash for military jobs

A man yesterday denied fraudulently obtaining money from three people to allegedly assist them to join the military. Mr Dickens Obuya is said to have received Sh60,000 from Mr Hesbon Shikomele, Sh40,000 from Mr Silas Shikoti and Sh13,850 from Mr Daniel Odwar between November 17 and 21. He was released on a Sh400,000 bond. The hearing is on March 3, 2015.

MOMBASA

Rapists to spend 48 years in prison

Two rapists were yesterday imprisoned for 24 years each. Samuel Mwita Christopher and Lewis Mugendi were convicted of raping a 32-year-old woman. They committed the offence with others not in court on July 23, 2010 in Kongowea. They were also charged with committing an indecent act on the woman. The public rescued the woman from the men as they attempted to drown her in a well.

NAIROBI

American in child porn case pleads for mercy

An American who admitted distributing child pornography yesterday begged for leniency, saying he is a paraplegic who requires constant medical attention. Ray Kriegler will know his fate on December 2 when the court will pass sentence. He was arrested a month ago in Kajiado after Interpol released an alert about "a child molester residing in Kenya."

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I'll not resign, declares besieged Eala Speaker

BY NATION REPORTER

East African Legislative Assembly Speaker Margaret Nantogo Zziwa is adamant that she will not quit.

Dr Zziwa (right) who spoke in Nairobi yesterday said: "I am here as the Speaker of Eala unless otherwise guided by the relevant authorities. What members are doing trying to remove me is illegal."

"I am not going to resign simply because they are demanding that I do it. If the people of Uganda feel I should resign, then I shall listen to their voices."

File motion

Kenyan MP Peter Mathuki filed the motion to remove Dr Zziwa and was seconded by Tanzania's Abdullah Mwinyi.

The MPs accuse the Speaker, a Ugandan, of mismanagement and being an obstacle to the smooth running of the regional assembly.

"If members want me out, then let them remove me but with the right process," Dr



Zziwa said.

She spoke a day after members endorsed the motion barring her from exercising the duties of the Speaker. She said the procedure used to arrive at the decision was wrong. The motion had been pending since March and was finally tabled on Wednesday during a stormy session of the House.

The Committee on Legal Rules and Privileges is expected to determine the motion and has 21 days to deliver its verdict.

Eala is currently sitting in Nairobi. The third meeting of the third session, which began on November 17, has been marked by the debate of the Speaker's removal.

ICC TRIAL | DP attended session as directed by court

Ruto allies incited people, says witness

Court told that his co-accused Joshua Sang also gave specific instructions in radio programme

BY JOHN NJAGI

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Politicians allied to Deputy President William Ruto incited their supporters against Kikuyus in the Rift Valley, accusing them of planning to rig the 2007 elections, an ICC witness said yesterday.

Mr Ruto's co-accused, journalist Joshua Sang, also gave specific instructions on air during his radio programme, asking Kalenjins to block major roads to ensure vehicles that were reported to be ferrying fake ballot papers for rigging in Eldoret, did not enter the area.

Witness P-568 said that a nominated councillor and close confidant of Mr Ruto, Mr Farouk Kibet, announced to a crowd at the Eldoret Police station that Kikuyus had to be evicted from the area because they were behind plans to rig the polls.

"These Kikuyus have to be taken back to Kibaki (former president) because we cannot allow them to rig elections in our area," said the witness.

The 27th witness, said Mr Kibet also complained about the many Kikuyus holding government positions in Uasin Gishu County, and named a district commissioner and area police boss among other top officials who were Kikuyus. He accused President Mwai Kibaki, of imbalance in his appointments, the court heard.

Mr Kibet reportedly made the remarks in the presence of Mr Ruto and former ODM chairman Mr Henry Kosgey, but when he spoke, the DP called for calm, saying he would inspect the vehicle that was said to have carried the fake ballot papers to confirm the claims.

3,000

Number of people who had blocked the Nairobi-Eldoret road, according to Witness P-568

Mr Sang had reportedly announced on the radio on December 26, 2007, a day to the elections, that fake ballots were being ferried from Nairobi to Eldoret using Molo Line shuttles, and Citi Hoppa buses.

The witness, who was also a victim of the post-election violence, said there were more than 3,000 people, who blocked the Nairobi-Eldoret road.

They intercepted a Molo Line vehicle, forcing the driver to speed off to the police station as the protesters threatened to set it ablaze, on suspicion it was carrying the fake ballots.

Questioned by prosecution lawyer, Mr Lucio Garcia, the witness said a vehicle belonging to Mr Ruto drove through Eldoret town and the surrounding areas, announcing the rigging plans through loud speakers.

Earlier ICC judges, rejected submissions by the Office of the Prosecutor to have the first witness, also a victim of the post-election violence, testify in camera.

Presiding judge Chile Eboe-Osuji ruled that the court would take necessary measures to have the witness give details that were likely to reveal his identity in a closed session. But general information would be given in public.

The submissions by the prosecution lawyers caused yesterday's session, which was also attended by Mr Ruto, to start late - almost four hours behind schedule.

Yesterday, Mr Ruto sat pensively as he keenly followed the proceedings having been summoned by the judges on Tuesday.

This followed a court resolution that every time a PEV victim testifies, the accused has to be present in court.

NO TROUBLE HERE! | Man arrested



JOSEPH KANYI | NATION

A policeman drags a man out of Mahiga coffee factory grounds in Othaya after he became unruly during an election for new managers yesterday. Mr Newton Nderitu was elected the chairman with 253 votes against Mr Simon Peter Muhoro who garnered 179.

BRIEFLY

NYERI

Deaf man admits being a chicken thief

A deaf man yesterday pleaded guilty to stealing chicken. James Gichohi said he stole the birds to feed his family and take care of a disabled child. He was accused of breaking into Ms Mary Mumbi's house on November 25 and stealing seven hens. The theft happened at Mugunda Village. The court ordered that a probation report on Gichohi be submitted by December 17 after which the penalty will be determined.

NAKURU

Graft accused police officers yet to plead

Ten police officers accused of taking bribes from motorists are yet to take pleas. The officers were recently arrested by the anti-graft agency officials. Chief magistrate Samuel Mungai said the suspects would take their pleas after an application they had filed was heard and determined. The officers moved to the High Court to block their prosecution.

NAIROBI

Public workers to be trained on ICT skills

The government, in conjunction with the private sector, will train public service workers on digital skills. The Presidential Digital Talent Programme will train graduates to develop ICT leadership skills, according to Information Cabinet Secretary Fred Matiang'i. He was speaking at State House yesterday where he and ICT players briefed President Uhuru Kenyatta on the initiative.

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Vendors interested in supplying the above services are invited to submit their Expression of Interest by visiting our website (<http://www.unon.org/content/expressions-interest>), and filling out and returning the Vendor Response Form by e-mail / fax to the contact person indicated in the EOI form, not later than 12/12/2014.

UNON subsequently intends to issue a Request for Proposal (RFP) to pre-qualified companies who in UNON's opinion are capable to provide the services in accordance with the requirements that will be fully specified in the solicitation document.

Information on tendering in the UN Procurement System is available free of charge at the following address. Vendors interested in participating in the planned solicitation process must be registered with UNGM and may wish to visit www.ungm.org for full registration process.

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DAILY NATION

Agreement should end disputes on land issues

An end to the quarrels between the Ministry of Lands and the National Land Commission should be good news to all the stakeholders affected by the impasse. We can only hope that the rapprochement signalled by Lands, Housing and Urban Development Cabinet Secretary Charity Ngilu and National Land Commission chairman Muhammad Swazuri was genuine, and not a mere public relations photo shoot.

Mrs Ngilu and Dr Swazuri have been feuding almost since the Jubilee Government was appointed. The jurisdictional disputes played out in the public gallery were not just a major embarrassment, but also badly impacted on the management of the sector. It took the intervention of President Kenyatta and an order by the Supreme Court for the two officials to sit down and work out a compromise. A joint technical team from the ministry and the commission developed guidelines to harmonious relations and defined the mandate and scope of each office. It will now be presented to the Supreme Court as the outcome of the arbitration process and recorded as consent.

However, that agreement must be worth a great deal more than just a ceasefire between two quarrelling individuals. It cannot be about Mrs Ngilu and Dr Swazuri, but a document affirming the legal and constitutional role, functions, and boundaries between the Ministry of Lands and the National Land Commission. That way, it will stand the test of time and ensure that in future management of the land sector, including transfers, issuance of title deeds, access to and custody of files and maps, and all other business, will never again be hostage to turf wars. One big lesson here is that prudent stewardship of the public sector can only be guaranteed by laws, regulations and institutions.

Support regional trade

President Yoweri Museveni of Uganda has added to the voices critical of Kenya's handling of regional trade. At the heart of the matter is the concern by Ugandan traders that Kenya's authorities are blocking their goods from accessing local markets, contrary to regional trade pacts.

Since the launch of the East African Common Market in 2010, the member states opened their doors to allow free movement of goods and services. Given its strong economy, Kenya has been the main beneficiary of enhanced regional trade agreements. Indeed, this is the reason why some countries such as Tanzania have misgivings about completely opening their doors, fearing domination by the region's giant.

The concerns about Kenya's authorities blocking goods from Uganda do not augur well for continued regional cooperation. In fact, such a move is likely to backfire on Kenya. Worse, it is coming just a few days ahead of the EAC Heads of State meeting in Nairobi. Kenya's Ministry of East Africa Cooperation needs to deal with the concerns expressed by Uganda and any other member state. Those bureaucrats unnecessarily hindering free movement of goods and services need proper guidance.

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SAFETY | Mutuma Mathiu

Somalia strategy has failed to assure our security, so it's time to rethink it

President Kenyatta has a crisis on his hands, one which he has inflicted on himself through his poor handling of the country's security and which could lead to his fall if he does not get smart, rather than angry.

There are two ways of looking at the security failures around the attack by Al-Shabaab last week in which 28 people, mainly teachers, were executed. The first one is the accountability view, where we look for the person who failed and nail him to the wall. This is the typical Kenyan approach, this being a country of vindictive politics and emotion-soaked reaction to failure. My own take is that whereas it is good to hold people accountable, merely sacking the person in question does not solve the underlying problem.

Samuel Kivuitu, and the entire Electoral Commission of Kenya, was sacked, but serious problems remain. General Hussein Ali was removed as police boss, replaced with Mathew Iteere and finally David Kimaiyo. Today, the police force is in its worst shape in the history of the country.

The second approach, which is to look beyond the people to the institutions and the broader security strategy, actually reveals a much bigger problem

regarding Kenya's secretive but bungling dealings with Somalia. The strategy has either failed totally or is in the process of failing. Kenya sent its troops into Somalia with the intention of clearing three Somali provinces — Gedo, Lower Juba, and Upper Juba — of Al-Shabaab to create a buffer against the kind of attack we saw last Saturday. Secondly, the military incursion was expected to cut Al-Shabaab's economic feet by denying it revenues from the port of Kismayu and, thirdly, generally taking the war to Al-Shabaab in its own backyard to defeat it and give Somalia a chance to form a democratic government and end decades of state collapse.

Whereas, for nationalistic reasons, Kenyans support the military mission in Somalia, it is difficult to know what exactly the troops are doing there. There is very little information from the areas under the control of the Kenyan component of

the African Union Mission in Somalia (Amisom). Yes, Al-Shabaab is out of Kismayu, but who replaced it? Al-Shabaab, which we thought was on its last legs, is still able to set up camp five kilometres from the border, cross, attack, and slaughter at will. What happened to the buffer zone?

Propping up the regime in Mogadishu is a good humanitarian objective, but as an effective ally in Kenya's efforts to protect itself from Al-Shabaab, my opinion is that the regime is useless. To the Kenyan public, it appears that the Somali government behaves like an innocent bystander when its citizens are carrying out acts of terrorism against friendly neighbours. It does not feel responsible and it does not act responsibly; it hides behind a tiresome helplessness. So, we have not got many of the benefits of that security strategy, but we are paying the full costs. Kenya has become Al-Shabaab's core business: a full 23 per cent of all Al-Shabaab's attacks between its founding in 2007 and 2012 were against Kenya. Looking at the big picture, between 1975 (when the first terror attack in Kenya was reported, that is the so-called Maskini Liberation Front's attack on Starlight disco) and 2012, there have been 251 terror attacks on

Kenyan soil, with "terror attacks" being defined rather broadly. Al-Qaeda has attacked Kenya three times, killed 240 people, and injured 4,000. The attacks on Paradise Hotel and the embassy bombings account for the bulk of that damage. Al-Shabaab first attacked Kenya in 2008 when it raided a police station in Wajir and freed Al-Qaeda suspects. Between then and 2012, it has attacked 93 times, killing 121 Kenyans and injuring nearly 500. This toll does not include last year's nearly daily grenade attacks and the big one in September on Westgate.

This is a serious war. It is not just a security problem which can be solved by buying police more vehicles. The truth is that the National Intelligence Service, the military, and the police need a massive kick in the backside. Certainly, the police must be built from the ground up; it is catastrophically broken. The military and the intelligence services must not go into politics; they must be professional and effective. The Somalia strategy must be reviewed and modified. The President needs a war council; his current team is a big joke.

Mr Kenyatta's honeymoon is over, time to start earning the big bucks.

mmutuma@ke.nationmedia.com

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Kenya has become Al-Shabaab's core business: 23 per cent of its attacks between 2007 and 2012 were against Kenya.”

TRIBUTE | Raila Odinga

Fare thee well, comrade, you fought the good fight for Kenya's democracy

A giant has fallen from our midst and gone silent. It is our fate to bear the pain of seeing Gerald Otieno Kajwang' depart. Kajwang's thoughts and spirit opened doors to new and freer frontiers. He nurtured dreams that gave hope to the hopeless. His powerful voice shook the powerful and the mighty.

The man we bury today was tied to me personally with a cord that no one can break, in ways many may never understand. May he live forever!

You had to live my life with Kajwang' to appreciate the ties that bound us. You had to be at the centre of the struggle to know why this sharp legal mind has had to die poor while peers and colleagues of lesser talent minted money to tease and taunt him. You had to come of age in his time to understand that someone had to rebel for freedom to come.

Our paths first crossed in the 1980s. My harrowing tales of life in detention became his reason to join the change movement. Kajwang' felt summoned by history to stand up for our nation when imprisonment, torture, assassination, and murder swept the land.

He embraced that timeless call of Dr Martin Luther King Junior... "A time comes when silence is betrayal." He heeded the call to seize the moment and give coherence



Mr Gerald Otieno Kajwang'

to the dreams, wishes, and frustrations of our people. He brought vigour, charm, and energy to the change movement.

Pro bono, he took up the cases of youths thrown into police custody for crying freedom. Kajwang' became a friend, a brother, a keeper, and a comrade. Hand in hand, we walked through the shadows and valleys of death, tended to each other's wounds, and mourned each other's sorrows. We stood by each other and helped each other fight. We watched as friends turned their backs on us.

But we swore to keep walking, straight into what we believed was the Promised Land. Kajwang's friends became my friends and mine his. His parents became my parents and mine his. We boiled with ideas about freeing our people and making our country great. But we also shared

precious moments of joy and laughter and enjoyed the taste of freedom when it arrived.

With Kajwang', we made decisions that shaped our country: To resign as MP and seek fresh mandate in 1996; to have the National Development Party present a presidential candidate in 1997; to take the Goldenberg case to court. Kajwang' was intricately involved in the negotiations that led to cooperation, partnership' and merger with Kanu. He was party to our decision to pull out of Kanu. Kajwang's passing, therefore, leaves a monumental emptiness in me and in all his friends. He probably would have wanted us to look back on our struggles with pride, sing on, and march with greater resolve and faith into what lies ahead. He electrified crowds with his witty and humorous presentation of weighty political matters at our public rallies.

In his death, the Orange Democratic Movement, the Cord fraternity, and the change movement have lost one of their most fearless and eloquent public speakers. Kajwang' never retreated from a battle that was not finished, never shied from responsibility, and never shifted blame.

He was a worker who rose early and retired late. He immersed himself fully into the

job of Cabinet minister for Immigration, initiating reforms against strong opposition from within that was determined to make him fail.

No human being is perfect. Kajwang' had his failings. Revisionists that our nation is blessed with will lurch on to these to rewrite history and make a failure out of this unsung hero. Fate has determined that Kajwang' travels ahead of us. I want to believe that when our time comes, he will be there to meet us and seek to know how we fared with the struggle and probably ask that we sing *Bado Mapambano*. We have a pact with him to take the liberation flag right to the mountain top. Then we shall hand over the spear of the nation to our successors and with pride say, "Here, the weapon to safeguard a nation delivered by the heroes of our past." When the roll is called up yonder of men who gave their all to our nation, Kajwang's name shall be there.

So, go well, my brother. Fare thee well, dear friend. Have peace, our comrade. Be assured that we will strive to bring unity to our divided land, peace to our tormented country, equity to our unequal Kenya, and dignity to our dehumanised citizens.

Bado Mapambano.

Mr Odinga is Cord leader.

LET US REASON TOGETHER | Samuel Githinji

We must focus on resolving security threat

When sudden death occurs, people tend to quarrel and disagree and some parents even end up divorcing over it. Bereavement call for great restraint. The tendency is to quickly apportion blame. We go through that phase as a nation in times of crisis, which is becoming too frequent. The stereotypical response, as is happening at the moment, is for some to call for others to resign or be sacked and others to walk out of negotiations. So now the National Council of Churches of Kenya (NCCCK) has expressed reservations about its engagement with Muslim clerics over religion-motivated terrorism.

A recent instructive example of how to deal with a security situation would have been how the Orange Democratic Movement dealt with the chaos that disrupted its party elections. Some members of the gang were captured on video and have been identified. Has anybody resigned? Has anyone been sacked? Apparently, dealing with insecurity within a political party is such a complex matter that it needs a special group to look into it and time to come up with recommendations.

So, how can we so quickly apportion blame, sack or force officers that we recently vigorously vetted to resign? Pray, why did we not pick the "better" ones the first time around? What guarantee is there

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We really have no choice but to keep talking to one another — the opposition and the government, Muslims and Christians, and everybody else”

that we shall now pick good officers? If these and many such questions are not answered, self-righteous indignation will only add fuel to the fire and play into the hands of our enemies.

The NCCCK has accused Muslim clerics of either being unable to contain the terrorists or colluding with them. Let NCCCK remember that Muslim clerics have paid the ultimate price for standing up for peaceful coexistence. Let it remember the Muslim cleric who has had to resign his divine calling because circumstances have made it impossible for him to continue. One wonders how many other clerics are taking their lives into their own hands by carrying on their divine calling. There must be many Muslims agonising over whether they or their relatives could take up such a deadly responsibility. That sacrifice should not be disregarded. If

NCCCK is to be allowed to cast stones, can we start with what it has done to rein in "lesser terrorists" among their faithful? What is it doing about pastors conning poor Kenyans? They are well known and their operation bases are clear. They do not sneak in from Somalia and disappear after committing atrocities. If NCCCK is finding it difficult to effectively deal with "happy-go-lucky" errant pastors, how can it expect Muslim clerics to find it easy to rein in Al-Shabaab and Al-Qaeda?

We really have no choice but to keep talking to one another — the opposition and the government, Muslims and Christians, and everybody else. Knee-jerk reactions can assuage our momentary anger and grief, but when the dust over the graves has settled, our society has a big problem to deal with. Calling for resignation, sacking or not talking to one another is only ventilating. We must brace ourselves to do the difficult job of reasoning together. We must strive to answer Chinua Achebe's question, "Where did the rain start beating us?"

The Rev Githinji is the Chaplain of St Paul's University. (sgithinji@spu.ac.ke)

Readers are invited to send their opinion and commentary articles to DNOpinion@ke.nationmedia.com

THE CUTTING EDGE

BY THE WATCHMAN

WE WERE NOT FOOLED. Political leaders should learn to take the citizens a little more seriously, especially on the issue of insecurity, says Michael Odhiambo. He poses: "Did Deputy President William Ruto expect anyone to believe his chest-thumping story about the killing of 100 Al-Shabaab in revenge for the Mandera massacre? What a nice round figure, but who counted the bodies? Stop insulting our intelligence, especially in such times of pain and trauma!" His contact is ochiengodhiambo@gmail.com.

ON TOP OF THE GAME? All the busybodies discussing insecurity in Kenya must now shut up and let the relevant agencies deal with the problem, says Dr Asoka Itur, writing from the border town of Busia. According to him, the security forces "are on top of the situation and need encouragement and support, not condemnation and criticism". He yells: "Where in the world does this happen? Shame on you!" Asoka's contact is itur46@gmail.com.

SHOWING LEADERSHIP. Nairobi resident C.G. Munyori says he was surprised that President Uhuru Kenyatta did not cancel his trip to the Middle East and immediately return home to be with fellow Kenyans in "our hour of need, following the brutal killing of 28 innocents in Mandera". What stunned him even more, he adds, were reports that the President had joined his hosts and others in watching motorsport at that time. "You failed us this time, Mr President." His contact is cgmunyori@jambo.co.ke.



People wait at Mandera airstrip to leave. A weekend attack on a bus left 28 people dead.

WRONG ACTION. Threats by the Kenya National Union of Teachers and the Kenya Medical Practitioners and Dentists Union to withdraw their members from insecure areas of the country, though understandable, is not the right thing to do, says Ruth Gituma. The government, she adds, must stem the tide of terrorism or the country could be balkanised. "I don't know why the powers are playing marbles with the security docket." Her contact is rgitum@gmail.com.

WELCOME SURPRISE. The delay in concluding Ben Mwakina's mortgage transaction with Housing Finance on an apartment allocated to him at the NSSF Nyayo Estate, at Embakasi, Nairobi, was due to outstanding arrears noted in March, Fund official Catherine Ouma says. The allocation, she adds, was done in March last year and on July 31, his lawyers gave an undertaking to pay within 14 days. However, Catherine assures, the matter is now being handled with Mwakina's lawyers. Her contact is ouma.c@nssfkenya.co.ke.

REAL ZEBRA CROSSING. Just before the toll station at Gilgil on the Nakuru highway, in an area where there is no human settlement but which is well-known for herds of zebras grazing in the plains, Carol Mosiany says she was surprised to note that there is a zebra crossing. "There is only vast land for a wildlife conservancy. However, zebras often graze and cross the highway, which literally makes this a zebra crossing zone." Her contact is carolmosiany@gmail.com.

Have an interesting day, won't you!

E-mail: watchman@ke.nationmedia.com
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To the editor

The editor welcomes brief letters on topical issues. Write on e-mail to: **mailbox@ke.nationmedia.com**. You can also mail to: The Editor, Daily Nation, POB 49010, Nairobi 00100. Letters may be edited for clarity, space or legal considerations.

Arrest people posting stripping videos as well

The ongoing posting of video clips on social media of men stripping women should stop as this lowers the dignity of Kenyan women and the country as a whole.

This act not only scares Kenyan girls, women and the men — who care about their wives, daughters, sisters, mothers, aunties and granddaughters and grandmothers — but also tourists and other categories of visitors. It appears to be taken lightly by a few individuals, but this may cause a great negative impact on the economy if allowed to continue.

Anybody posting such a video should be arrested for contributing to the additional trauma of victims by displaying their nakedness to the whole world.

LU DIAH MONG'ARE, Nairobi

Police unit to deal with female molesters timely

The police squad set up to find and arrest suspects who striped women in matatu terminus is a great move by our security forces. It comes in handy since our women no longer feel safe at bus termini. The stripping habit has spread like bush fire.

When the squad shows it has the teeth to bite, it will restore women's confidence in our society and spare them the fear of being harassed by the shameless men.

At the same time, this will help in making the perpetrators civilised people who mind their own business. Mob psychology is the preserve of idlers. Form the unit in more towns.

SAMSON KITHIKA, Kisumu

Uhuru runs the risk of nurturing incompetence

It has become usual for President Kenyatta to come to the defence of incompetent public servants. The Internal Security docket needs an overhaul, or at least some reforms, but the President keeps assuring Kenyans that Lenku and his security team are doing their best. Well, their best is not good enough for us.

This trend and style will lead to lethargy and non-performance in public service. Officers who feel assured of their jobs see no need to pull up their socks. Why has the President not at least reshuffled his Executive two years into office? Renewal and rebirth leads to effective delivery through rejuvenation. Mr President, bite the bullet and act.

JAMES OMBEGA MAGETO, Matasia

TALKING POINT

War against insecurity starts with police, not the public, Mr President

I appreciate President Kenyatta's sentiments that our security is our responsibility. But how do we get involved when police fail to act or drag their feet when suspicious activities are reported?

Case in point is the Mandera bus attack. Weeks before, the governor issued a warning of impending attacks after intelligence was gathered from cross-border herders. The police did nothing and neither did the military.

In cases of terrorist attacks, it takes properly-equipped and highly-trained security officers to confront and silence the perpetrators. How do ordinary citizens defend themselves against heavily-armed and ruthless criminals? Throw stones or shoes at them?

We have weak laws, widespread corruption, lack of political goodwill, porous borders, no equipment, no motivation, poor working conditions for security officers, poor intelligence gathering, lack of coordination — the list is endless.

The government should do its part in the war against insecurity before throwing the responsibility to its citizens.

ANTONY ALEX IRUNGU, Nairobi

Critics innocent

You can't hit back at your critics for telling you the truth, Mr President. Insecurity is affecting us badly. Before, did every Kenyan have a policeman to check on them? The only threat then was robbery with violence.

NELSON MUCHONJI, Nairobi

Male activist has a right to rescue abused men and the boy child

I refer to an article by Faith Nyamai (DN2, November 24). I could not agree more with James Thiaine's reaction to that article in yesterday's *Nation*. On my first glance at the article, and I got the impression that the writer was either biased, feminist or anti-Ndiritu Njoka. She says the chairman of MAWE is "infamous" and a "lone ranger". I have news for her.

Njoka has the support of a huge male population, spoken and unspoken. It is a pity that many insecure men among us pretend to disagree with Njoka because of their misplaced egos, or a desire to show their women that they are macho, man enough, and a wish to show their women that they are not weak.

Njoka's cause is not only just but also timely. The



FILE | NATION

President Kenyatta at the University of Nairobi on Wednesday, where he said Kenyans should take security matters as their personal responsibility.

Procurement secrecy

The US army has one of the most advanced weaponry in the world, but it took them years to nail the perpetrators of the 9/11. Relying on satellites, their warships and stealth jet fighters can flatten your chicken pen in Budalang'i at the touch of a button. Enter KDF whose military hardware transactions is always shrouded in secrecy.

Our history is littered with diabolical consequences of such flawed procurement — smoking police Mahindras with a peak speed of 30kph, crash-prone police helicopters, epileptic Chinese military trucks, rickety jet-fighters, refurbished marine warships...

JOE MUSYOKI, Kitengela

Fury over absence

The fury on social media over the President's absence during the Mandera massacre is justified. There was absolutely no sense in him staying over at the UAE when Kenya was on fire. Kenyans are angry because he is treating the matter so casually when it is a crisis.

BESSIE SAROWIWA, Maseno

SHORT TAKES

Emails from correspondents

DOUBLE STANDARDS: So much has been said about the ongoing gender violence of stripping women. In the 1970s, miniskirts and bell-bottoms were a trending. Back 1920s the fashion was to put on animal skin covering only the private parts and chest only, yet the society lived happily. Today we are having dictators of the dressing code. While some men walk freely with sagging trousers or tie their belt below the waist exposing their privacy, women dare not lift a finger. Women should be allowed to dress as they wish.

GAKONYO KIMANI, Nairobi

INSECURE MOMBASA: The once calm and peaceful island of Mombasa is now history. The people viewed every human being as brothers and sisters. All belonged to God. Today, one can be tagged "kafir" (outcast) without a second thought. On any Friday, many people living in Mombasa and environs avoid being within the island hours before, during and after the prayers. A landlord in Majengo ya King'orani tells me he doesn't have a single tenant because of the runaway insecurity and frequency of police swoops.

JUSTIN N. NKARANGA, Mombasa

CLIPS OF SHAME: The trend of stripping women in public has gone too far. Once somebody starts it, another supports him. Though we know the kind of answers our sisters give when spoken to, especially by men who look uneducated in comparison, this act is un-Kenyan. So many videos of this vice are now in circulation. But before sending it to a friend, pause and think of the dignity of a woman. Imagine your mother being stripped before your eyes. Men are displaying their worn out boxers and nothing is done to them.

DAVID SAHA, Mazeras

RAPID RESPONSE UNIT: Much has been said about insecurity, especially the need to sack the security chiefs. It is a fact the ministry headed by Joseph ole Lenku is large, and includes Internal Security, Immigration, Prisons and correctional services. Lenku has done well in all except security. What is required is to separate the docket and appoint a hands-on individual to handle security. And whoever may replace David Kimaiyo will face the same challenges. We need a stand-by squad of at least 500 specially trained officers with aircraft and equipment for rapid response to any part in Kenya.

ELIJAH MWEHIA, Kiambu

YESTERDAY'S TOPIC

Comment on race riots taking place in the United States

DENNIS JOHSTONE ONYINO: I strongly condemn racism, but rioting is no way to solve issues.

LAWRENCE KITEMA: Let colour not separate them. Human beings are all equal.

NDEGWA STEPHEN: They are un-

justified since most rioters are aligned to one side with no consideration for the police officer's quest for justice too.

MBURU SAMWEL: So racism still exists in a country that is known to have democracy and equality at the

heart of governance?

MUCHONJI NELSON: If at all the police who shot at the teenager Brown is telling the truth, then we should step into his shoes then ask what we would have done. If the teenager had killed the policeman,

would they be protesting against his attack?

SAMMY ANG'ANA: The jury decided not to prosecute the white police officer. That was justice denied.

NYAKWAYE JOMO: A superpower must serve as example to the world.

DEBATE QUESTION

How can Kenyans be made to stop breaking the law on social media?

Send your comments to: **mailbox@ke.nationmedia.com**

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COUNTY NEWS

SAVING TOURISM INDUSTRY >

Agency asks ministry to map safe circuits to shield them from travel warnings **P. 20**

SCHOOLS FACE CLOSURE >

Primary and secondary schools with low enrolment to be shut down, says PS **P. 24**

For comprehensive stories, go to www.nation.co.ke/counties

Kiambu | It's displayed in governor's office and during public events

Uproar over Kabogo's 'illegal' flag, symbols

Assembly seeks explanation on use of symbols not cleared by MCAs

BY ERIC WAINAINA

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The disclosure that Kiambu does not have an official flag and other symbols of power caused an uproar in the county assembly, with the members questioning the origin of the one that is currently in use.

Members attending the Wednesday session said they had never approved any Motion on what constitutes the county's flag and other symbols of power.

"Who gave them the authority to use the flag and the seals they have been putting on licences?" Limuru Central MCA Njenga Murugami asked.

The heated debate was sparked by County Secretary Fred Kitema's acknowledgment that the county "does not have a flag and has never purported to use any".

This, despite the fact the executive uses one during of-



Kiambu Governor William Kabogo in consultation with Assembly Speaker Gathii Irungu (right) and Clerk David Ngure. On his right is the purported county 'flag'.

ficial functions and also has it displayed in its seat of power - the governor's office.

Even though Governor William Kabogo does not fly it on his official motor vehicle, the flag in red, white, black and purple colours and bearing the county's name, stands on the right side of his seat, with the National Flag displayed on the left.

It is also raised during official public functions alongside the National Flag.

Mr Kitema's statement was in response to Ngewa Ward Representative Karungo Thangwa's demand for an explanation on

the use of the flag, and who came up with it.

The statement was read to the House by the Deputy Majority Leader, Ms Margaret Mwago.

Mr Thangwa told the House that the county government had been using "what it claims is an official flag" yet the assembly had not passed any legislation on the creation of county symbols.

The former broadcaster said the flag had been used at official functions such as the governor's address to the assembly and also during the Kenya Inter-Counties Cultural and Sports Association games in Nakuru, in

which Kiambu County's teams took part.

Mr Thangwa said the county's official 2014 calendar also bears the same flag.

Section 4 of the County Government Act gives the assembly powers to approve as well as enact legislation governing the use of such symbols.

Mr Kitema said the executive was "in the process of preparing the requisite legislative proposals together with suggested county symbols, which will be forwarded to the assembly for approval".

On July 9, the assembly approved a Motion sponsored by Limuru Central MCA Murugami, seeking to have the members enact a legislation on county flag, county court of arms and its public seal.

On August 12, the assembly's Justice and Legal Affairs Committee reported to the assembly that the prototype of the proposed county symbols was ready and would be presented to the assembly for approval.

Mr Thangwa requested the Leader of the Majority in the county assembly to seek clarification from the executive by Tuesday, as to when the Bill on county symbols would be tabled in the House.



BRIEFLY

Kisumu >

CS blames Parliament for delay in selling off five sugar factories



Agriculture Cabinet Secretary Felix Koskei (left) has accused Parliament of delaying the sale of five sugar firms in western Kenya. He said MPs had been expected to pass a set of Bills, as proposed by a task force on parastatal changes. One of the Bills would have set up the State-Owned Enterprises (SOE), which would guide the running of state firms.

"We are supposed to have sold off the millers in compliance with a resolution passed by Parliament in January, but the process has been delayed due to transitional challenges, which include lack of relevant laws," Mr Koskei told the *Nation* yesterday. The companies to be privatised include Nzoia, Miwani, Sony, Chemelil and Muhoroni.

—Anita Chepkoech

Embu >

Let elders' tribunal handle land disputes, Chief Justice urged

The Embu Council of Elders has petitioned Chief Justice Willy Mutunga to form a tribunal made up of local leaders to settle land disputes. The chairman, Mr Andrew Ireri, said the elders were best placed to handle local land matters, using traditional means. He said the Constitution provides for the such tribunals, which could help clear the huge backlog of land cases at the Embu Law Courts. Speaking to journalists after signing a petition to Dr Mutunga in Embu Town yesterday, Mr Ireri said there were many incidents of lawyers colluding with court officials to deny illiterate residents justice.

—Charles Wanyoro

Meru >

Assembly approves law to boost revenue collection

The county assembly has passed a Motion allowing full automation of revenue collection to stop the loss of public funds. Nominated member Ruth Kananu, who moved the Motion, said the county was experiencing a decline in revenue despite measures and mechanisms to improve collection. Ms Kananu blamed the use of fake receipts in revenue collection for the loss of public funds. Early this year, Governor Peter Munya said automation would help the county to collect over Sh700 million this year, up from Sh300 million.

—David Muchui

Nakuru | Motorists bear the brunt of bad roads amid corruption claims in county

Motorists navigate a dilapidated section of Mosque Road leading to Wakulima Wholesale Market in Nakuru Town yesterday. Road users have learnt to live with poor roads as debate on embezzlement of development funds by county officials moved to the county assembly.

SULEIMAN MBATIAH |
NATION



COUNTY NEWS > ROUND-UP

VIHIGA >

1,800 locked out of bursaries for lying

A total of 1,800 university students were struck off a list of county bursary beneficiaries after they were found to have lied. The students had indicated that they had not received any cash from the Higher Education Loans Board. However, inquiries by the county bursary team revealed that the applicants had been given loans by the board. “Our children must learn to say the truth so that we channel the limited funds we have to those who have not received any help,” said acting County Executive for Education Nixon Amendi.

— Derick Luvega

Elgeyo-Marakwet >

Ward reps blame rows on lack of legal experts



Ward representatives yesterday attributed the disputes between the executive and the county assembly to lack of legal advisers. The MCAs noted that the resignation of lawyer Alice Yano had affected working relations between the two arms of the county government led by Governor Alex Tolgos (above). “Just like the executive, the county assembly too is facing serious lack of proper legal advice despite having hired three legal officers who are inexperienced,” said Aror Ward representative Christopher Chemosong. The county assembly member said they has been facing challenges handling Bills because of shortage of legal experts.

— Philemon Suter

Nyandarua >

Relief as decades-long wait for water ends

Residents of Kipipiri Constituency will start getting water from Konoike Dam after a decade of waiting. The supply system that was built during the Kanu regime and runs from the dam to Nakuru and Baringo counties has been a bone of contention as Kinangop people complained of being left out and demanded to get the water. Githioro Ward Representative Silvester Kagiri yesterday said the water was being tapped at various points for locals. Kipipiri MP Samuel Gichigi lobbied Rift Valley Water Service Board for the connections along the main pipe.

— David Macharia

Tharaka-Nithi >

Police hunt for man who killed boda boda

Police in Tharaka South are searching for a man who killed a boda boda rider before stealing his motorbike on Tuesday night. The man had hired the services of the Form Two student but turned against him along the way. “I tried to save him but he (assailant) threatened to kill me if I shouted,” said the suspect’s brother, who had hitched a ride on the motorcycle. Area police boss Dominic Mukoma urged residents to help them find the man. The body was taken to Ishiara Hospital mortuary in Embu.

— Alex Njeru

Samburu >

Solar panel thief gets one year jail sentence

A man who admitted stealing a solar panel from his mother was jailed for one year, with the option of paying a Sh20,000 fine. Mark Lesiamiato, 19, admitted before Principal Magistrate Charles Ndegwa that he stole the panel worth Sh7,600 on November 18 in Maralal town. Mrs Joyce Lesiamiato found the panel missing in the morning and her son nowhere to be seen. He later owned up to the theft.

— Johnston Ketii

Nakuru >

Tough rules for entry into children’s homes

Officials in Naivasha will now be visiting families of minors seeking to be accommodated at children’s homes to curb massive cheating. The move is meant to verify the legitimacy of children registering to be housed at the homes. An official of the Children’s Department, Mr Francis Njagi, said some parents have been dumping their children at the homes to avoid the responsibility of looking after them.

— Joyce Kimani

Kilifi >

Youth groups receive Sh8.7m Uwezo funding

Forty-four out of 115 youth groups in Kaloleni Constituency yesterday received their first allocation of the Uwezo Fund. The fund was created by the government to assist youths, women and the disabled to access loans for starting or expanding their businesses. Kaloleni MP Gunga Mwinga, who attended the issuance of the Uwezo cheques totalling Sh8.7 million at the Kaloleni Women Hall, told the beneficiaries to invest the money wisely. The Constituency Uwezo Chairperson Dama Salim said the remaining groups will get their cheques next month.

— Kazungu Samuel

Nakuru |

Nacada seeks more powers



SULEIMAN MBATIAH | NATION

Ms Abdi Asha, a member of Nairobi County Assembly follows proceedings during the opening of a workshop on alcohol and drug abuse by the National Authority for the Campaign Against Alcohol and Drug Abuse (Nacada) in Nakuru Town yesterday. Nacada Chairman John Mututho said the agency should be empowered to license manufacturers and importers of alcoholic beverages in a bid to curb killer drinks.

Tharaka-Nithi >

Take daughters for ‘cut’ at own risk, parents told

Parents in Tharaka Nithi County have been warned against taking their daughters for circumcision during the December holidays. County director of education Jane Njogu said yesterday parents who force their daughters who have completed primary school to undergo the rite would be arrested. “We are aware that our people have been practising FGM secretly but this time round we have people on the ground and whoever will be caught will be an example to the others,” she said. The education official cited Kathangacini, Kanjoro, Igambang’ombe, Kibung’a and Marimanti as the areas where the illegal practice is rife.

— Kevin Ngai

Nakuru >

Sh4m laboratory set up to monitor water quality

The Naivasha Water, Sanitation and Sewerage Company has set up a Sh4 million laboratory for testing the water it supplies to consumers. Managing director Joseph Theuri said the donor-funded venture was a big step towards improving water quality in Naivasha town and the outskirts. “It is a big relief as we will now be able to test the quality of water supplied to our clients,” he said. Mr Theuri said the firm’s supplies were now within the World Health Organisation (WHO) recommended fluoride levels of below 1.5 mg/litre. Private boreholes in Naivasha are said to have fluoride levels ranging from 2.15mg/litre to 6.5 mg/litre.

— Macharia Mwangi

Kirinyaga >

Dairy farmers earn Sh2.6bn from milk

Dairy farmers in the county earn Sh2.6 billion from milk every year. Governor Joseph Ndathi attributed the rapid growth of the dairy sub-sector to hard work by farmers. Dairy animals number 77, 400, and produce 77 million litres of milk a year. The milk is sold to cooperative societies. During the launch of Kirinyaga Dairy Farmers Association at Kutus Anglican Church Hall yesterday, Mr Ndathi asked that the farmers to put in more effort and they could triple their earnings.

—George Munene

Narok >

Varsity celebrates ISO certification award

Maasai Mara University was yesterday awarded the International Standard Organisation-ISO 9001-2008 certification. Vice-Chancellor Mary Walingo said the award will inspire the university to fully implement performance benchmarks to boost its services. She spoke at a ceremony to celebrate the achievement. MMU’s flagship training areas are tourism, wildlife and environmental conservation.

— George Sayagie

Makueni >

County to purchase milk coolers at Sh2lm

Diary farmers in Makueni will get seven milk coolers worth Sh21 million in a move aimed at cutting losses. Deputy Governor Adelina Mwau yesterday said the county government will ensure enough milk is produced to meet the current high demand. “We used to sell milk at Sh28 a litre but with the cooperative, we will sell it at a profit as a litre will go for Sh45,” she said at St Teresa’s Primary School in Kilungu.

— Lillian Mutavi

Kwale >

Residents want main health centre expanded

Residents of Bwiti village in Lungalunga Sub-County want the county government to expand their health centre to serve more patients. The dispensary receives more than 300 patients daily, a demand that far outstrips its capacity. The health officer, Mr Julius Kirumu, said the hospital was established by Base Titanium in 2000 as part of its service to the community. The only alternative for residents is Msambweni Hospital, which is located some 30 kilometres away. The county’s health sector got Sh1.2 billion out of the Sh5.6 billion budget this financial year.

—Farouk Mwabegge

COUNTY NEWS > ROUND-UP

Nyamira >

Two deny obtaining cash in military jobs scandal

Two people, one of them a civil servant, were yesterday charged with fraudulently obtaining Sh900,000 from three young men seeking jobs in the army. Mr Daniel Isoe Ndubi and Mr Benard Raini Kionga allegedly obtained the money from Mr Brian Amisi, Mr Andrew Nyang'au and Mr Tyson Okumu, pretending they would be hired by the Kenya Defence Forces. The two are said to have committed the offence between November 12 and 14 in Nyamira Town. They denied the charges and were remanded in custody.

— Henry Nyarora

Busia >

NGO accuses army of attacks against women

Maendeleo Ya Wanawake Organisation has accused the military of violating the rights of women in Kapedo. Vice-Chairwoman Beatrice Kones yesterday said expectant women were shunning hospitals for fear of being attacked. "They are losing their babies after giving birth in forests," she said. The military is in the area to pursue the killers of 19 police officers and 3 civilians on November 9.

— Linet Wafula

Uasin Gishu >

Devolved unit praised for embracing ICT

The county government has been praised for being the first in the North Rift region to invest in information, communication and technology infrastructure projects. The Kenya National Chamber of Commerce and Industry's Chairman for the region, Mr Charles Mose, said the step taken by the county government would not only spur economic growth but also attract more investors to the area.

— Dennis Lubanga

Nyeri >

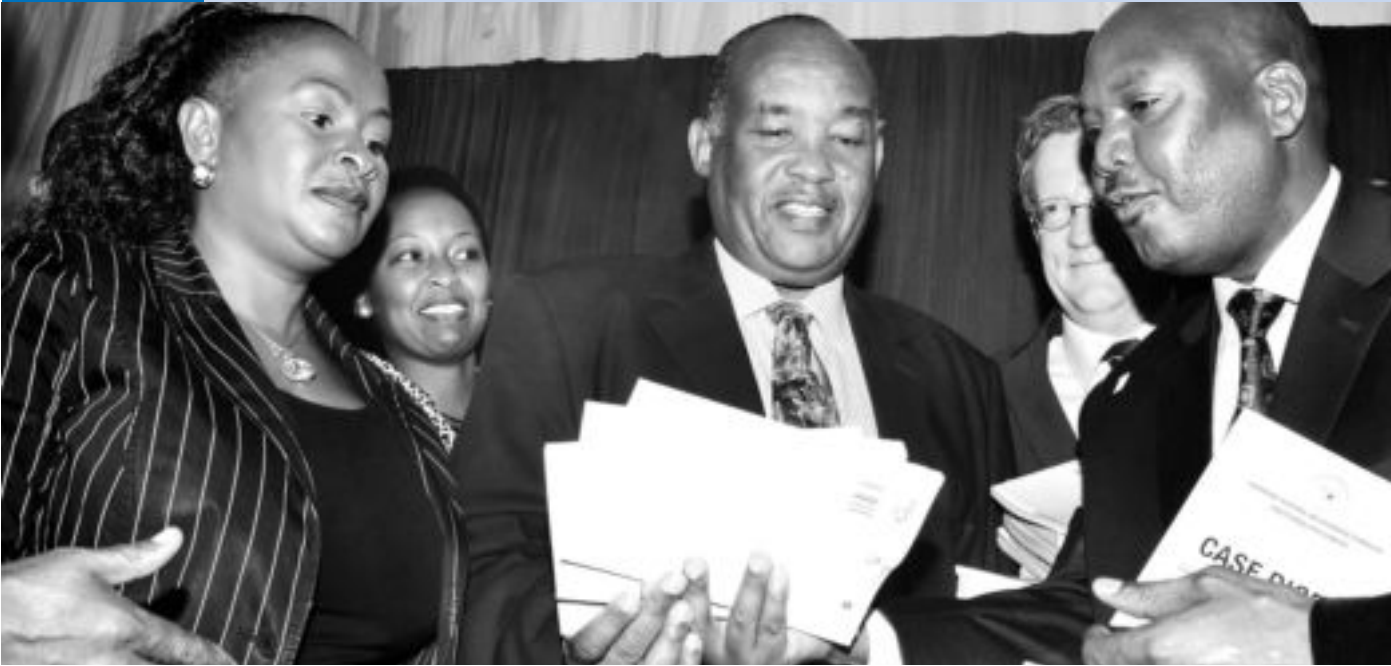
Deal set to turn around coffee farmers' fortunes

The county government yesterday signed a memorandum of understanding with coffee buyers from Sweden, Norway, UK and Denmark in a move that will ensure better prices for farmers. The deal will ensure farmers have direct contact with the buyers, hence minimising exploitation by middlemen. Governor Nderitu Gachagua (below) said they are determined to improve the farmer's lives.

— Martin Ndirangu



Nairobi | IEBC releases book on electoral decisions



IEBC Dispute Resolution Committee chairman Thomas Letan-gule (right) with commissioner Yusuf Nzibo (centre) distribute copies of a case digest of electoral decisions made by the commission yesterday at Hilton Hotel in Nairobi. At left is the chairperson of Political Parties Liaison Committee, Ms Wavinya Ndeti.

JEFF ANGOTE | NATION

Bomet >

Chang'aa seller to serve 18 months in jail

A woman was yesterday handed an 18-month jail term or an alternative fine of Sh120,000 for being found in possession of 168 litres of chang'aa. Linah Mitei admitted that she was found with the liquor on November 26 at Chepkosa Village in Chepalungu Constituency. In mitigation, she said she was sorry and pleaded for leniency. She told the court that she had a family to look after.

— Geoffrey Rono

Turkana >

Red Cross issues flood alert following rains

River Kerio's banks could burst any time soon and render more than 5,000 families in Turkana South Sub-County homeless. Kennedy Mulama, the Red Cross County Manager yesterday said the river's water continued to rise following heavy rains in the region. "This could result in massive displacement of people and destruction of crops," he said. He said some roads had become impassable.

— Barnabas Bii

Meru >

Beauties battle it out for crown tonight

The Miss Tourism finals for the county will be held today. The most beautiful woman in the devolved unit will be unveiled at the Gatimene Gardens this evening. The county's Co-operatives and Tourism Department oversaw the registration of participants in the beauty contest in all the nine-sub-counties. To qualify for the event, the women must be aged between 21 and 28, and be residents of the county.

— Lucas Barasa

Tharaka-Nithi >

The disabled compose song to tell their plight

Disabled people in Chuka Igambang'ombe Constituency have composed a song that tells their challenges ahead of the International Day For People Living With Disability on December 3. The network comprises groups from different locations. According to their chairman, Hussein Gitonga, members formed the group to work in solidarity and fight for their rights.

— Kevin Ngai

Mombasa >

Woman denies conning trader of Sh750,000

A woman yesterday was charged with defrauding a trader of Sh750,000. Asha Adhiambo denied getting the money from Mr Abdi Ibrahim after telling him she could sell him 1,200 bags of sugar. The prosecution said Adhiambo told her victim she had three containers with the sugar but could not raise the clearance fee. She was released on a Sh300,000 bond with surety of a similar amount. The case will be heard on February 4.

— Brian Ocharo

Nakuru >

Court hands man two years on bhang charge

A court has sentenced a 34-year-old man to two years in prison after finding him guilty being found in possession of bhang. The court was told that David Mwangi was found with 700 grammes and 63 rolls of bhang on November 27 last year at Kasarani area in Molo. In sentencing him, the magistrate said though the accused was a first offender, the charge called for a deterrent sentence.

— Kipkorir Rono

Nyeri >

12 admit breaking traffic regulations

Twelve people yesterday pleaded guilty to flouting traffic rules. Two were fined Sh2,000 each for speeding. A driver and a conductor were ordered to pay a fine of Sh8,000 each for carrying excess passengers. Resident Magistrate Cathrine Mburu also fined two motorcyclists Sh3,000 each for riding without a helmet. One of them was ordered to pay an additional Sh6,000 for riding without a licence.

— Evalyne Githinji

Kilifi >

Take up farming to end poverty, residents told

Residents have been asked to embark on agriculture in a bid to address the poverty in some parts of the county. County Executive for Agriculture, Livestock and Fisheries Development Mwalimu Menza said they were working towards uplifting the farmers' lives. The official was addressing Kanagoni residents during the launch of a livestock sales yard yesterday.

— Kazungu Samuel

Uasin Gishu >

Groups accuse counties of biased recruitment

Marginalised communities in North Rift have accused regional governments of discrimination in hiring. The groups — including the Ogiek, Sengwer, Terik and Elmolo — said they are being sidelined. "The county needs to abide by constitutional requirements and give us special consideration," said Mr Edward Chepkoi arap Morisin of the Bung'omek community.

— Barnabas Bii

Kilifi >

Kefri helps promote bee-keeping, tourism

Many communities around Arabuko Sokoke Forest have abandoned logging and charcoal burning and embraced other means of livelihoods. Kenya Forestry Research Institute official Laila Ndalilo yesterday said the forest destruction had been reduced by 40 per cent after communities were encouraged to promote tourism and keep bees.

— Nehemiah Okwemba

COUNTY IN NUMBERS

Sh4m

Cost of laboratory set up to test water quality in Naivasha by the Naivasha water company

Sh280

The price of two large tilapia in Uganda compared to Sh250 for only one charged by local fishermen

5,000

Villagers who may be rendered homeless in Turkana South if River Kerio breaks its banks following heavy rains



10 years

Minimum number of years book pirates should be jailed, according to KPA boss Lawrence Njagi

Mombasa | Egypt cited as having successfully implemented zoning system

Map safe tourist sites to shield them from travel warnings, ministry told

Task force leader says Malindi and Watamu towns safe but are suffering a lot due to blanket advisories

BY MATHIAS RINGA
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Safe tourism circuits should be mapped out to protect them from the effects of blanket travel advisories issued by Western countries, it has been suggested.

Tourism Recovery Task Force Chairperson Lucy Karume said the strategy would prevent the issuing of blanket travel advisories, which have been hurting tourism across the country.

She said tourists would be encouraged to visit resort towns that are secure, thereby ensure the country does not lose international holiday-makers to other countries.

Malindi, Kilifi and Watamu towns, for example, should be categorised as safe resorts at the Coast, with international tourists urged to visit them, she added.

Woo back holidaymakers

Ms Karume said Egypt had successfully implemented the zoning of safe tourist resorts.

"Malindi and Watamu tourist towns suffer a lot because of the blanket travel advisories issued by Western countries when terrorists hit Mombasa," she said.

"Zoning safe tourism circuits across the country will woo back holidaymakers," she added.

Ms Karume spoke at Voyager Hotel in Mombasa on Tuesday when the task force was gathering views from the region.

At the same time, Ms Karume called on the Kenya Tourism Board to make



Contestants practise for the Kenya Wildlife Service 2015 boat race in Kisumu on November 21. The race, which was set for November 28, was rescheduled due to the death of Senator Otieno Kajwang'.

The Tourism ministry has been urged to map safe resort towns.
TOM OTIENO | NATION

domestic and regional tourism a priority to cushion the sector from the international tourist drought.

She said 2015 and 2016 would be difficult years due to insecurity in Mombasa and other parts of the country.

"I call on tourism board and hoteliers to mount aggressive marketing campaigns to woo locals and tourists from across East Africa to boost hotel occupancy," she said.

Turn around sector

Ms Karume said the neighbouring tourism markets of Uganda, Tanzania, Rwanda and Burundi could turn around the sector if marketing was directed there.

Kenya Tourism Board managing director Muriithi Ndegwa said chartered airlines from traditional source markets should be given incentives to

cushion them from losses they make owing to low passenger numbers.

He said some European chartered airlines had withdrawn flights to Mombasa as they were incurring losses due to a low number of passengers.

He said the board has set aside \$50,000 (Sh4.5 million) to offer incentives to chartered airlines still flying to Mombasa.

Mr Ndegwa appealed to the six counties at the Coast to raise \$300,000 (Sh27 million) for the same cause.

"We need to offer incentives to chartered airlines that support tourism so that they can continue to bring holidaymakers to the Coast region," said Mr Ndegwa.

The national marketing agency will involve the 47 county governments in local and international marketing campaigns to attract locals and outsiders, he added.

He said the board would hold talks with governors and county tourism executives.

Mr Ndegwa said the marketing agency will take part in the Berlin travel fair in Germany in March next year to woo back holidaymakers from the European country.

I call on KTB and hoteliers to roll out aggressive marketing campaigns to woo locals and tourists from across the East African region to boost hotel occupancy"

Tourism Recovery Task Force Chairperson Lucy Karume

Taita Taveta >

State could lose Sh7m in prison food supply scams

BY JONATHAN MANYINDO

Up to Sh7 million could be lost for supplies that were never made to Wundanyi Prison in Taita Taveta.

Three companies owned by prison warders are said to have been irregularly awarded contracts to supply food between 2012 and 2013. However, even though they failed to deliver anything, they are now demanding payment.

A source told the *Nation* that the companies have presented the officer in charge of the prison, Mr Hamisi Bakari, with invoices.

The owners of the companies are said to be taking advantage of their relationship with a senior officer in Kisii to push for the payments. They said to have relatives in Malindi who ensured they were prequalified to make supplies. There are also reports that a person claiming to be a personal assistant to the deputy president is helping the push for payments.

Approve payments

"If the officer in charge approves the payments, the government will lose millions of shillings," said.

"In some cases, they supplied just a few kilogrammes of beans and maize but are demanding payment for everything contained in the order," said the source.

"On a few occasions, we received 50kgs of beans instead of 90 but as you know we are only there to watch and receive what were are given and not to question anything," said the source.

However, Mr Bakari said he was aware of the deals and had launched investigations before any payments can be made. "I know deals were cut. May be that is why I was confronted with threats when I reported here this year," he said.

Lamu >

Poaching of turtles down, say experts

BY BOZO JENJE

Turtle poaching has significantly gone down in Lamu County, according to an organisation dealing with protection of marine life.

World Wide Fund Kenya Marine official Hassan Bwanamkuu said Pemba and Somalia fishermen trapping turtles during fishing. "However, these cases have now reduced after the fishermen acquired the right fishing nets," Mr Bwanamkuu said.

Two turtle species, the Green and Hawksbill, are found in Lamu.

Turtles are poached for their meat, shells and eggs. They are also said to have medicinal properties. Mr Kiunga Ali, a fisherman said communities believe turtles boost sexual power among men.

REACTION

Counties to set up regional marketing agency

Taita Taveta Governor John Mruttu said the six counties in the Coast region are planning to form a regional tourism marketing agency as part of efforts to revive the ailing sector.

"We resolved to establish a regional tourism agency to come up with our own marketing strategies rather than solely depend on the Kenya Tourism Board," he added.

Kwale >

Pastor disappears after he was kicked out of church

BY DANIEL NYASSY

A pastor who was dragged out of church by his members in Kinango on Sunday for allegedly misusing funds and "ruining marriages" has been missing for some days.

The Jesus Jubilation Church pastor at Taru Trading Centre has not been seen since Sunday.

He is said to have disappeared upon his release from Taru Police Station where his enraged flock took him.

A member of the congregation, Mr Arnold Mwandurya, said the pastor has since disappeared without trace.

Angry faithful stormed the church and threatened the pastor during Sunday School.

The pastor fled and locked himself in his house. However, the congregation went after him and broke down the door and dragged him by the collar to the police station 500 meters away.

"We have warned our pastor several

times to stay away from our wives but apparently, this is still going on. We have also demanded records of accounts on church funds but he has not furnished us with them," said another follower, Mr Dickson Chirunga.

The rowdy faithful escorted the pastor to the police station and demanded that he leaves. He is said to have denied the accusations and told the police the allegations were false and that he'd been framed.

"The pastor told the police he had no affairs with members of his flock.

He also said the church does not have mechanisms for accounting and that he was entitled to spend the cash since he was doing the work of the church," said Mr Chirunga.

Deputy County Commissioner Boniface Mwatela then advised the pastor to leave the area for his own safety.

"I saw what happened and it was not pleasant. I cannot say if the allegations are true or not. But I know the congregation is angry with him," Mr Mwatela said.

CfC Stanbic Bank Limited

The Board of Directors of CfC Stanbic Bank Limited is pleased to announce the unaudited results of the Bank for the period ended 30 September 2014

	Sept 2014 Shs'000 (Unaudited)	June 2014 Shs'000 (Unaudited)	March 2014 Shs'000 (Unaudited)	Dec 2013 Shs'000 (Audited)	Sept 2013 Shs'000 (Unaudited)
I STATEMENT OF FINANCIAL POSITION					
A ASSETS					
1 Cash (local and foreign)	1,678,451	1,996,247	1,425,048	2,213,041	1,559,659
2 Balances due from Central Bank of Kenya	13,247,765	8,115,476	7,154,197	7,205,118	12,722,331
3 Kenya Government securities held for dealing purposes	24,034,183	15,790,601	19,420,902	23,019,740	17,171,412
4 Financial assets at fair value through profit and loss	291,859	306,987	1,201,119	57,299	556,751
5 Investment securities:					
a) Held to maturity:					
a. Kenya Government securities	-	-	-	-	-
b. Other securities	-	-	-	-	-
b) Available for sale:					
a. Kenya Government securities	19,295,044	22,106,412	19,269,610	24,574,609	23,139,942
b. Other securities	751,826	747,885	764,384	743,971	767,351
6 Deposits and balances due from local banking institutions	1,600,451	4,257,330	2,679,432	467,513	5,422,756
7 Deposits and balances due from banking institutions abroad	8,418,118	12,082,565	20,475,710	19,600,208	16,332,889
8 Tax recoverable	217,040	15,879	-	-	353,680
9 Loans and advances to customers (net)	86,184,727	78,190,337	75,588,042	69,133,486	66,883,985
10 Balances due from banking institutions in the group	1,909,345	2,956,149	3,266,435	14,646,478	971,672
11 Investment in associates	-	-	-	-	-
12 Investment in subsidiary companies	2	2	2	2	2
13 Investment in joint ventures	-	-	-	-	-
14 Investment properties	-	-	-	-	-
15 Property and equipment	2,244,097	2,236,804	2,179,773	2,170,890	2,365,702
16 Prepaid lease rentals	60,546	61,284	62,023	62,761	63,500
17 Intangible assets	159,934	216,901	274,431	332,008	385,937
18 Deferred tax asset	1,351,182	1,484,257	705,458	1,071,026	361,978
19 Retirement benefit asset	-	-	-	-	-
20 Other assets	5,663,124	5,368,802	5,418,648	5,428,310	8,322,112
21 TOTAL ASSETS	167,107,694	155,933,918	159,885,214	170,726,460	157,381,659
B LIABILITIES					
22 Balances due to Central Bank of Kenya	-	-	-	-	-
23 Customer deposits	99,198,613	96,604,511	89,857,049	95,708,406	96,610,953
24 Deposits and balances due to local banking Institutions	757,746	214,068	496,533	7,962,993	558,758
25 Deposits and balances due to banking Institutions abroad	8,468,508	5,512,492	16,396,895	11,517,981	4,712,249
26 Other money markets deposits	-	-	259,938	259,676	4,558,319
27 Borrowed funds	5,119,579	4,994,776	5,979,886	5,847,752	5,975,686
28 Balances due to banking institutions in the group	19,757,139	14,123,879	14,315,562	16,077,172	13,171,058
29 Taxation payable	-	65,787	287,695	188,627	-
30 Dividends payable	-	275,556	568,209	-	-
31 Deferred tax liability	-	-	-	-	-
32 Retirement benefit liabilities	-	-	-	-	-
33 Other liabilities	8,494,241	9,707,156	8,238,197	10,810,394	11,178,223
34 TOTAL LIABILITIES	141,795,826	131,498,225	136,399,964	148,373,001	136,765,246
C CAPITAL RESOURCES					
35 Paid up / assigned capital	3,411,549	3,411,549	3,411,549	3,411,549	3,411,549
36 Share premium / (discount)	3,444,639	3,444,639	3,444,639	3,444,639	3,444,639
37 Revaluation reserve	122,598	135,787	556,109	465,353	435,988
38 Retained earnings	18,025,382	17,206,087	15,959,159	14,353,393	13,211,482
39 Statutory loan loss reserve	124,443	120,359	-	-	-
40 Other reserves	183,257	117,272	113,794	110,316	112,755
41 Proposed dividends	-	-	-	568,209	-
42 Capital grants	-	-	-	-	-
43 SHAREHOLDERS' FUNDS	25,311,868	24,435,693	23,485,250	22,353,459	20,616,413
44 Minority interest	-	-	-	-	-
45 TOTAL LIABILITIES & SHAREHOLDERS' FUNDS	167,107,694	155,933,918	159,885,214	170,726,460	157,381,659
II STATEMENT OF COMPREHENSIVE INCOME					
1 INTEREST INCOME					
1.1 Loans and advances	6,271,111	4,010,507	1,946,348	7,533,054	5,627,414
1.2 Government securities	2,187,275	1,563,484	655,185	2,262,189	1,558,915
1.3 Deposits and placements with banking institutions	206,455	146,131	20,389	538,862	486,642
1.4 Other interest income	-	-	-	-	-
1.5 Total interest income	8,664,841	5,720,122	2,621,922	10,334,105	7,672,971
2 INTEREST EXPENSES					
2.1 Customer deposits	1,587,540	972,723	475,110	2,190,545	1,697,584
2.2 Deposits and placements from banking institutions	320,042	214,228	111,980	87,357	3,816
2.3 Other interest expenses	379,683	271,883	129,853	546,806	441,811
2.4 Total interest expenses	2,287,265	1,458,834	716,943	2,824,708	2,143,211
3 NET INTEREST INCOME	6,377,576	4,261,288	1,904,979	7,509,397	5,529,760
4 NON-INTEREST INCOME					
4.1 Fees and commissions on loans and advances	281,344	222,173	149,224	405,961	444,966
4.2 Other fees and commissions	1,767,073	1,316,118	684,613	2,117,830	1,396,695
4.3 Foreign exchange trading Income	2,328,117	1,800,334	1,165,172	3,685,615	2,390,418
4.4 Dividend income	-	-	-	-	-
4.5 Other income	1,889,292	1,355,559	1,035,097	2,057,597	1,872,039
4.6 Total non-interest income	6,265,826	4,694,184	3,034,106	8,267,003	6,104,118
5 TOTAL OPERATING INCOME	12,643,402	8,955,472	4,939,085	15,776,400	11,633,878
6 OTHER OPERATING EXPENSES					
6.1 Loan loss provision	531,334	309,707	203,058	854,372	603,869
6.2 Staff costs	3,199,805	2,086,370	1,140,404	3,787,135	2,883,003
6.3 Directors emoluments	124,193	85,154	39,523	98,908	64,908
6.4 Rental charges	278,142	184,814	92,369	289,076	184,935
6.5 Depreciation on property and equipment	223,404	149,361	76,921	296,603	219,781
6.6 Amortisation charges	172,693	115,108	57,577	225,478	167,883
6.7 Other expenses	2,634,379	1,871,259	1,156,800	3,219,812	2,794,404
6.8 Total other operating expenses	7,163,950	4,801,773	2,766,652	8,771,384	6,918,783
7 Profit / (loss) before tax and exceptional items	5,479,452	4,153,699	2,172,433	7,005,016	4,715,095
8 Exceptional items	-	-	-	-	-
9 Profit / (loss) after exceptional items	5,479,452	4,153,699	2,172,433	7,005,016	4,715,095
10 Current tax	1,627,576	1,310,612	216,382	2,428,456	1,300,183
11 Deferred tax	(294,421)	(399,956)	346,321	(382,426)	150,894
12 Profit / (loss) after tax and exceptional items	4,146,297	3,243,043	1,609,730	4,958,986	3,264,018
13 Minority interest	-	-	-	-	-
14 Profit / (loss) after tax, exceptional items and minority interest	4,146,297	3,243,043	1,609,730	4,958,986	3,264,018
15 Other comprehensive income					
15.1 (Losses) / gains from translating the financial statements of foreign operations	(74,309)	15,806	24	29,540	29,431
15.2 Fair value changes in available for sale financial assets	(268,058)	(341,604)	137,567	179,361	324,472
15.3 Revaluation surplus on property, plant and equipment	-	-	-	-	-
15.4 Share of other comprehensive income of associates	-	-	-	-	-
15.5 Income tax relating to components of other comprehensive income	(12,189)	1,798	(41,270)	77,134	(97,342)
16 Other comprehensive income for the period net of tax	(354,556)	(324,000)	96,321	286,035	256,561
17 Total comprehensive income for the period	3,791,741	2,919,043	1,706,051	5,245,021	3,520,579
18 EARNINGS PER SHARE - BASIC & DILUTED	24.31	19.01	9.44	29.07	19.14
19 DIVIDEND PER SHARE - DECLARED	1.62	1.62	0.00	4.80	1.47

	Sept 2014 Shs'000 (Unaudited)	June 2014 Shs'000 (Unaudited)	March 2014 Shs'000 (Unaudited)	Dec 2013 Shs'000 (Audited)	Sept 2013 Shs'000 (Unaudited)
III OTHER DISCLOSURES					
1) NON-PERFORMING LOANS AND ADVANCES (NPLs)					
a) Gross non-performing loans and advances	2,702,143	2,263,761	1,912,806	2,053,547	1,476,474
b) Less: Interest in suspense	273,108	290,283	271,240	268,700	247,236
c) Total non-performing loans and advances (a-b)	2,429,035	1,973,478	1,641,566	1,784,847	1,229,238
d) Less: loan loss provision	935,771	971,148	896,564	955,995	850,218
e) Net non-performing Loans (c-d)	1,493,264	1,002,330	745,002	828,852	379,020
f) Discounted value of securities	1,493,264	1,002,330	745,002	828,852	379,020
g) Net NPLs exposure (e-f)	-	-	-	-	-
2) INSIDER LOANS, ADVANCES AND OTHER FACILITIES					
a) Directors, shareholders and associates	748,166	676,338	824,725	940,453	1,179,945
b) Employees	3,547,846	3,529,058	3,559,891	3,218,622	3,000,204
c) Total Insider loans, advances and other facilities	4,296,012	4,205,396	4,384,616	4,159,075	4,180,149
3) OFF BALANCE SHEET					
a) Letters of credit, guarantees, acceptances	25,119,008	23,403,105	20,215,978	25,723,942	22,876,207
b) Forwards, swaps and options	47,754,745	62,216,481	62,963,405	51,444,683	33,738,616
c) Other contingent liabilities	-	-	-	-	-
d) Total contingent liabilities	72,873,753	85,619,586	83,179,383	77,168,625	56,614,823
4) CAPITAL STRENGTH					
a) Core capital	22,808,421	22,440,753	22,010,481	21,209,581	18,435,660
b) Minimum statutory capital	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
c) Excess / (Deficiency)	21,808,421	21,440,753	21,010,481	20,209,581	17,435,660
d) Supplementary capital	1,068,022	1,159,642	2,063,223	3,347,255	3,429,504
e) Total capital (a + d)	23,876,443	23,600,395	24,073,704	24,556,836	21,865,164
f) Total risk weighted assets	135,292,044	126,185,147	128,915,904	119,641,083	116,982,866
g) Core capital / total deposit liabilities	20.6%	21.5%	20.0%	18.7%	18.1%
h) Minimum statutory ratio	8.0%	8.0%	8.0%	8.0%	8.0%
i) Excess / (Deficiency)	12.6%	13.5%	12.0%	10.7%	10.1%
j) Core capital / total risk weighted assets	16.9%	17.8%	17.1%	17.7%	15.8%
k) Minimum statutory ratio	10.5%	10.5%	10.5%	10.5%	10.5%
l) Excess / (Deficiency)	6.4%	7.3%	6.6%	7.2%	5.3%
m) Total capital / total risk weighted assets	17.6%	18.7%	18.7%	20.5%	18.7%
n) Minimum statutory ratio	14.5%	14.5%	14.5%	14.5%	14.5%
o) Excess / (Deficiency)	3.1%	4.2%	4.2%	6.0%	4.2%
5) LIQUIDITY					
a) Liquidity ratio	41.9%	48.6%	47.2%	67.9%	61.1%
b) Minimum statutory ratio	20.0%	20.0%	20.0%	20.0%	20.0%
c) Excess / (Deficiency)	21.9%	28.6%	27.2%	47.9%	41.1%

MESSAGE FROM THE DIRECTORS

The above statement of financial position, statement of comprehensive income and other disclosures are extracts from the records of the Bank.

This set of quarterly financial statements, statutory and qualitative disclosures can be accessed on the institution's website www.cfcstanbicbank.co.ke

They may also be accessed at the institution's head office located at CfC Stanbic Centre, Chiromo Road, Westlands.

They were approved by the Board of Directors on 27 November 2014 and signed on its behalf by:-

G R Brackenridge
Chief Executive

Fred N. Ojiambo, MBS,SC
Chairman

G R May
Director

L N Mbindyo
Company Secretary

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**MINISTRY OF INDUSTRIALIZATION AND ENTERPRISE DEVELOPMENT
CALL FOR EXPRESSIONS OF INTEREST FOR PURCHASE OF LAND
TENDER NO. MOIED/EOI/003/2014-2015**

The Goal

The Ministry of Industrialization and Enterprise Development (MOIED) intends to purchase land at a suitable location within Mtwapa areas.

Location of the Suitable Land

The required land should be in parcels covering a minimum of 30 acres and located no more than 10 kilometres from Mtwapa Town towards Kikambala along or off Mombasa- Malindi Road.

Requirements

Interested land owners/vendors (one or more parcels) should submit their interest to sell their parcels with the following documents and information as minimum requirements;

- Copy of registered title deed as proof of ownership of the plot/parcel
- Copy of the deed plan/site map showing the plot/parcel location
- The asking price per acre for the plot/parcel

The above listed are the minimum requirements and failure to submit would lead to automatic disqualification of your Expression-of-Interest.

Qualification

Eligible land owners/vendors are invited to submit their Expressions-of-Interest (original and one copy) in a plain sealed envelope clearly marked "**Expression of Interest for sale of land and Tender No. MOIED/EOI/003/2014-2015**" addressed to:-

**The Principal Secretary
Ministry of Industrialization and
Enterprise Development
P.O Box 30547-00100
NAIROBI**

The Expressions-of-Interest should be deposited in the **Tender Box on the 16th Floor, NSSF Building, Block A, Eastern Wing, on or before Monday 8th December, 2014 at 12.00 noon East Africa time.** The Expressions-of-Interest will be opened immediately thereafter in the Conference Room on 23rd Floor, of the same building in the presence of Vendor Representatives who choose to attend.

MOIED reserve the right to accept or reject any application either in whole or in part without giving reasons for either rejection or acceptance.

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Kisumu | Processions in town centres to be banned

Laws to regulate funeral marches, burials coming

Move comes after complaints that the functions disrupt learning and businesses

BY PATRICK LANGAT
patrick.k.langat@gmail.com

A number of counties plan to enact laws to regulate funeral processions and burials following complaints that the ceremonies interfere with school programmes and businesses.

Kisumu, Vihiga and Kakamega are set to pass Bills to ensure that burials do not disrupt residents' activities.

Nyamira Governor John Nyagarama said burying the dead on Fridays, in the SDA-dominated areas of Gusiland, reduced the time spent on learning.

"Many teachers don't work on Fridays as they attend funerals, while children are forced to stay at home as their schools are used for funeral services," Mr Nyagarama told the *Nation* in a past interview.

The Kisumu County Assembly passed a Motion in August to bar funeral processions from the town centre, saying they disrupt business.

"The processions through the town centre during weekdays adversely affect business. This Motion seeks to bar these people from passing through the central business district," said Mr Jackton Onunga, the Tourism committee chairman.

Funeral processions will be banned from passing through the town and anyone who breaks the

rule will be liable to a fine of Sh15,000 or six months in prison.

In Vihiga, the problem is not about the processions but the availability of burial land.

Leader of Majority Andrew Ahuga said a Motion requiring the county government to build a public cemetery would soon be tabled in the House.

"We have been burying the dead on our arable land. As a result, we have lost land on which to plant our crops. We need land for agriculture to enable us to feed the county," he said.

Making noise

Kakamega County Leader of Majority Robert Makhanu said the assembly was preparing a Bill that would regulate the ceremonies.

"The processions become a nuisance when the participants pass through the town centre, with the people making a lot of noise. The Bill will put in place mechanisms to stop that," he said.

The Kakamega Assembly passed a Motion to compel the county government to build a public cemetery in each of the sub-counties.

"We realised that the residents who bury their loved ones on their farms can no longer do any kind of farming on the land. This calls for the establishment of a public cemetery for each sub-county," Mr Makhanu added.

Uasin Gishu >

Board to vet farmers before purchasing their produce

BY COPPERFIELD LAGAT

Maize farmers will be vetted before their new harvest is taken in by the National Cereals and Produce Board to help curb illegal imports.

Two MPs, Mr Silas Tiren (Moiben) and Mr Wesley Korir (Cherangany) yesterday said the system would seal the loopholes being exploited by middlemen who sell the maize to the board.

Farmers will be required to produce documents and receipts for fertilisers, seeds and other farm inputs purchased during the sowing season. The documents will help to estimate the acreage and harvest projection.

"It will help kick out individuals who do not farm but will want to sell over 300 bags. If a farmer bought four

bags of fertiliser and two of seeds, it will be absurd to have more than 100 bags," Mr Tiren added.

This, he added, would shield farmers from being exploited by middlemen hoarding maize.

"We are aware some unscrupulous businessmen have been importing maize and buying some from desperate farmers as they target the opening of cereals board depots," the MP said.

Mr Korir asked the government to evaluate the East African Common Market Agreement, saying it threatened to choke agriculture.

He said the pact had crippled sugar, maize and coffee markets and disadvantaged local farmers who compete with Ugandans and Tanzanians whose production costs are lower.

Nakuru | Digital officer at work!



SULEIMAN MBATIAH | NATION

A chief uses a phone to record proceedings at a security meeting convened by Nakuru County Commissioner Mohamed Birik at the Old Town Hall yesterday. The administrators were challenged to ensure peace in their areas during the festive season in the wake of recent terror attacks.

Trans Nzoia >

Council raises red flag over attacks on press freedom

BY PHILIP BWAYO

The Media Council of Kenya has raised the alarm over the violation of media freedoms by county governments.

MCK chief executive officer Haron Mwangi said some county government officials were threatening journalists who unearth scandals in their areas.

"We are also alarmed by an emerging trend of some governors seeking news coverage in their regions to be tilted in their favour," Dr Mwangi said in Kitale yesterday.

The MSK would take up the matter with the Council of Governors and seek an explanation on the threats.

Trans Nzoia Journalists Associa-

tion chairman Duncan Opany said the challenge had been reinforced by journalists on the payrolls of county governments.

But the council boss vowed to take up the matter with all the media houses to avoid this conflict of interest on the part of journalists.

"Journalists who are drawing salaries from both the county governments and their media houses are compromising their ethics since they can't unearth scandals," said Dr Mwangi.

He said investigations had revealed that there were 19 journalists on the payroll of a county government he did not name. In another county, a fully furnished office has been provided for use by journalists.

Nyeri >

Girl injured as elderly man tries to rape her

A girl aged 10 is nursing wounds at the Nyeri County Referral Hospital after she was attacked with a panga by a 65-year-old man who attempted to defile her. The minor from Karurumo Village was rescued by one of her relatives. She was taken to hospital by her mother and the relative. Ms Terry King'ori, a nurse, said the girl sustained deep cuts on the neck and the head. Her right thumb was almost severed. "We are taking her for X-rays to check if she sustained internal injuries," said the nurse. Tetu Sub-County Deputy Commissioner Haman Shabi said the man fled and that police are searching for him.

— Martin Ndirangu

Kericho >

Fund to deal with emergencies set up

The county government has established a disaster fund to cater for emergencies. This comes after the assembly passed the County Emergency Fund Bill, 2014, yesterday. The draft law, which was tabled by Budget and Appropriations Committee Chairman Joseah Kirui, received unanimous support from the MCAs and has been assented to by Governor Paul Chepkwony. "The purpose of the new piece of legislation is to create a fund from which money can be withdrawn for unexpected expenditures or to solve crises that arise from time to time," said Assembly Speaker Kiptergetch Mutai.

— Timothy Kemei

Nakuru >

MP off the hook as complaint withdrawn



A Nakuru court has acquitted Bahati MP Kimani Ngunjiri (above) of charges of assaulting a traffic policewoman. Senior Principal Magistrate Felix Kombo said the complainant had reconciled with the accused and was not willing to pursue the matter. Ms Maria Mutheu, who was in court, confirmed she wanted to withdraw the case as she had resolved the matter with the MP. Mr Ngunjiri, who was out on a Sh500,000 bond, had denied charges of resisting arrest and injuring the officer in August, 2013 on Kenyatta Avenue in Nakuru Town. Last December, Mr Ngunjiri was acquitted of three traffic offence charges.

—Eric Matara

Nairobi >

High Court disbands city water board

BY VINCENT AGOYA

The Nairobi Water and Sewerage Company's 11-member board has been dissolved after a court ruled that the members were in office illegally.

In a judgment delivered at the High Court yesterday, members of the board were ordered to vacate office and the vacancies advertised for fresh competitive recruitment.

Nairobi Governor Evans Kidero was found guilty of "single-handedly" constituting the board when the tenure of the team that was led by Mr Peter Kuguru ended.

He had appointed as chairman Mr Raphael Nzomo, whose ascension to office raised eyebrows on grounds that it was unconstitutional.

Activist Okiya Omtata lodged a petition challenging the appointments early this year.

"This is a company that was formed using public funds and limited to serve the interests of the public.

"The county government and governor are only trustees, and cannot dictate its directorship," Lady Justice Mumbi Ngugi said in her judgment.

Mombasa | Needs assessment slated for January and February next year

Schools with low enrolment will be closed down, says PS

Public institutions will need minimum number of learners and teachers to remain in operation

BY REBECCA OKWANY

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Public primary and secondary schools with fewer students and teachers than recommended will be closed down or merged with others to optimise resource use.

Education Principal Secretary Belio Kipsang says a school must have a minimum teacher-student ratio for it to remain in operation.

"We are organising schools to boost quality learning. This will include merging schools with fewer students with others because they are not sustainable," the PS told a conference of principals of teacher training colleges in Mombasa yesterday.

A task force chaired by Dr Kilemi Mwira proposed, in a report handed to the government recently, that a class should have at least 32 students.

"It is unrealistic to have schools

REFORMS

Boarding and day facilities to comply



■ A boarding school must have a minimum of three streams with at least 25 students per class while a day school will have two streams with a minimum of 45 students per class.

■ A schools that do not meet the number will either be closed down or merged with others.

which are neighbouring one another, each with a principal, a deputy and teachers yet have very few students. We will be wasting resources," Dr Kipsang said.

"The government wants to optimise the teachers we have and that is why

we don't see sense in having a school with, lets say, 60 students and with so many teachers, yet other schools have a shortage of teachers. Also, we don't want to have classrooms with no students in school when other schools can utilise them" the PS said.

A boarding school must have a minimum of three streams with at least 25 students per class, while a day school will have two streams with at least 45 students per class.

Dr Kipsang said the ministry will soon begin mapping out schools to establish student population against the number of teachers.

"In January and February next year, we shall conduct a needs assessment to establish the type of curriculum that is most appropriate for us. We will consider how long we want our children to be in primary and secondary schools, as well as in the university," the PS said.

Parents will also have a chance to say what they want their children taught in terms of knowledge and skills, Dr Kipsang said.

"We have already prepared questionnaires to be used during the survey that will also involve schools and communities and all other stakeholders," the PS said.

Nyeri >

Publishers demand jail sentences for book pirates

BY FAITH NYAMAI

Book publishers now want pirates to be arrested and imprisoned for not less than 10 years.

Kenya Publishers Association chairman Lawrence Njagi yesterday said that from next year, anyone found selling pirated books would face the full force of the law.

According to Mr Njagi, KPA was working with the Education ministry to formulate an anti-counterfeit law.

"Those involved in any form of piracy will be charged with an anti-counterfeit offence and pay a fine of

10

The number of years publishers who want pirates committed to prison

not less than Sh10 million or serve more than 10 years in jail," he said, and added that most of the pirated copies were exam books.

"Pirates have started downloading books from the internet and selling unapproved flash cards," he added.

Mr Njagi said they were working with the government to ensure implementation of a national book policy next year.

"The issue of teachers becoming booksellers will be addressed through the policy," he said.

County Director of Education Harrison Kiburu said inspections in public schools revealed that the ratio of textbooks to students was 1:5, contrary to the records at the Ministry of Education, which show the ratio to be 1:1.

"Pirated books are also a major problem in schools. Some of these books have wrong information," Mr Kiburu said.

BRIEFLY

Nakuru >

Case of ousted leader sent to parties tribunal

A case challenging the removal from office of former majority leader was yesterday handed over to the Political Parties Dispute Tribunal. High Court judge Abigael Mshila directed that the case filed by Mr George Mwaura be heard by the tribunal. In the case filed in September, Mr Mwaura sought orders compelling the Speaker to produce minutes of a meeting held on June 30 where he said his ouster was schemed. Mr Mwaura also sought orders to have his successor vacate office. Earlier, some Ward Representatives claimed that TNA Secretary-General Onyango Oloo had asked for the reinstatement of Mr Mwaura.

—Eric Matara and
Vallary Wachira

Trans Nzoia | Three-day tourism and culture festival kicks off

JARED NYATAYA |
NATION

Chomiet Women Dancers from Cherang'any in Trans Nzoia County perform yesterday during the start of the county's three-day Tourism and Cultural Festivals held at Kitale Museum.



Kisumu >

Traders shun costly local fish for Uganda's fresh deals

BY PATRICK LANGAT

Fishmongers are opting to get commodities from Uganda or as far as Lodwar, citing high prices and scarcity.

Poor storage by Kisumu fishermen is also driving traders and consumers away, according to Ms Josephine Achieng', who blames local fishermen and middlemen for the mess.

"Ugandan fishermen are using coolers to ensure their fish stay fresh. We cannot buy from our beaches because

middlemen are given first priority and they end up quoting ridiculous prices," she said yesterday.

She added that they buy two large tilapia in Uganda for Sh280 while one in Kenya goes for Sh250

"The price can shoot up to Sh500, depending on the size of the fish," she said.

Ms Achieng', who sells fish at Jubilee Market, said she and a group of other traders had invested in a pick-up truck that fetches fresh fish from Uganda every week.

"We pay between Sh300 and Sh1,000 for transport, depending on the amount of fish one has ordered," she told the *Nation* at her stall yesterday.

Another trader, Ms Roselyne Odhiambo, who sells dried and smoked fish, said she gets hers from Lake Turkana.

"Since we cannot get local fish, we buy from a warehouse at Kichinjio beach. That is where all the fish from Lake Turkana is kept," she said.


She said she buys one fish at Sh130

and makes a profit of about Sh20. "It is what I can make because the fish take long to get here. I have to cater for that when pricing them," she said.

Kichinjio Beach Management Unit chairman Michael Opiyo said the beaches had been neglected.

"The government no longer cares about what happens in Lake Victoria. We try to ensure some fish is left for traders in Kisumu, but that is very difficult because of the large number of middlemen. We have no power," he said.

P.O Box 61130-00200,
Nairobi, Kenya
Tel: 2717318/310722
fax 254 (020) 2719757
Email: eacc@integrity.go.ke



INTEGRITY CENTRE
Valley Rd/Milimani Rd Junction

ETHICS AND ANTI-CORRUPTION COMMISSION

INVITATION TO TENDER

The Ethics and Anti-Corruption Commission (EACC) invites sealed tenders from eligible candidates for the listed tenders .

NO	TENDER NO.	DESCRIPTION	CATEGORY AND RESERVATION	TENDER FEE	BID Security
1	EACC 23/ 2014-2015	Proposed Renovation Works at Integrity Centre	NCA 5, 6, & 7 Reserved for Youth, Women and People with Disability	500	Declaration
2	EACC 24/ 2014-2015	Supply, Installation , Testing and Commissioning of Air Conditioning and Kitchen Works at ACK Mombasa Memorial Cathedral Complex for EACC	NCA 5, 6, & 7 Reserved for Youth, Women and People with disability	500	Declaration
3	EACC 25/ 2014-2015	Supply, Installation, Testing and Commissioning of 1No. 30 KVA Standby Generator for Mombasa and Garissa office	NCA 4, 5, 6 &7 And Citizen contractor	1000	1% of the bid sum
4	EACC 26/ 2014-2015	Supply, Installation, Testing and Commissioning of Electrical , CCTV, PABX, Access Control and Structured Cabling Works at ACK Mombasa Memorial Cathedral Complex for EACC	NCA 4, 5, 6 &7 And Citizen contractor	1000	1% of the bid sum
5	EACC 27/ 2014-2015	Proposed partitioning Works at ACK Mombasa Memorial Cathedral Complex for EACC,	NCA 3, 4, & 5 And Citizen contractor	1000	1% of the bid sum
6	EACC 28/ 2014-2015	Proposed Renovation Works At JKIA For EACC	NCA 5, 6, & 7 Reserved for Youth, Women and People with disability	500	Declaration
7	EACC 29/ 2014-2015	Provision of Maintenance for Internet Protocol Telephony (IPT) System & Computer Networks	Citizen contractor	1000	1% of the bid sum
8	EACC 30/ 2014-2015	Supply, Installation and Commissioning of Meeting Management System	Citizen contractor	1000	1% of the bid sum

Interested eligible candidates may obtain further information, inspect the tender documents or obtain the bid document from supply chain office, ground floor, Integrity Centre during normal working hours upon payment of a non - refundable fee as listed above in cash or Bankers Cheque payable to the Secretary/ Chief Executive, EACC, at the Cash Office ground floor, Integrity Centre.

The document may also be *downloaded from the EACC websites: www.eacc.go.ke* (free of charge). Bidders who download the tender document must arrange to register with EACC through (supply-chain@integrity.go.ke) for the purposes of receiving any further tender clarifications and/or addendums if need be. Prices quoted should be net inclusive of all taxes, must be in Kenya Shillings and should remain valid for 120 days after date of tender opening.

Pre-Tender meetings/ site visits will take place at 3rd Floor, ACK Mombasa Memorial Cathedral Complex, Nkrumah Road (Mombasa) on 17th December, 2014 starting 10:00 am for Tender No 24, 26, 27, at JKIA on 18th December, 2014 starting 10:00 am for Tender No 28, at Integrity Centre on 19th December, 2014 and 15th starting 10:00 am for Tender No 23 29 respectively.

Completed tender documents are to be enclosed in plain sealed envelopes, marked with the **Tender Number and Name** and be deposited in the tender box provided at Integrity Centre, ground Floor, Nairobi or be addressed to the address above so as to be received on or before **5th JANUARY 2015 at 11:00 AM**. Tenders will be opened immediately thereafter in the presence of the tenderer representatives who choose to attend at the Board Room, 1st floor, Integrity Centre

**THE SECRETARY/CEO,
ETHICS AND ANTI-CORRUPTION COMMISSION.**

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Mark Herringer
Barb Old
Karuna Ausman
Marilyn Mendonca
Gareth Jones
Emmanuel Kung'u

**DATE
TIME
PLACE
PLACE**

**December 2: 2 pm-8 pm
December 3: 10 am-3 pm**
Nairobi Hilton Hotel
Mama Ngina Street
Nairobi, Kenya
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illumeconsulting@hotmail.com
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Emmanuel Kung'u:
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Tel: 254 20 2638308 or 254 704 595341

www.illumeconsulting.com

OPPORTUNITIES IN COUNTY GOVERNMENTS OF KISII AND NYAMIRA



GUSII WATER AND SANITATION CO. LTD

Gusii Water & Sanitation Company Limited (GWASCO) is a Private Company established under the company's Act CAP 486, Laws of Kenya and is wholly owned by the County Government of Kisii and Nyamira by shares. Incorporated in 2006, we have been contracted by Lake Victoria South Water Services Board (LVSWSB) to provide Water & Sanitation services within Kisii and Nyamira Counties through a Service Provision Agreement (SPA).

To take charge of and support the implementation of these initiatives, we are seeking to fill the following Senior Management Positions with customer service oriented, qualified and experienced individuals who seek to be part of a results oriented team.

i. **COMERCIAL SERVICES MANAGER**
ii. **TECHNICAL SERVICES MANAGER**
iii. **FINANCE MANAGER**
iv. **ICT MANAGER**
v. **GIS OFFICER**
vi. **NON REVENUE WATER OFFICERS (2 POSTS)**
vii. **HUMAN RESOURCE AND ADMINISTATION MANAGER**
viii. **AUDIT AND QUALITY MANAGER**
ix. **PROCUREMENT MANAGER**

Details of the **job descriptions, job requirements** and **application procedures** can be obtained by visiting our website: www.gwasco.co.ke

IMPORTANT INFORMATION TO PROSPECTIVE APPLICANTS

i. Applications can be sent through email to: gusiiwater@gmail.com and copied to kisiinyamiracounty@gmail.com OR to the **postal address** below before **19th December, 2014**


ii. Applicants should meet requirements of Chapter 6 of the constitution of Kenya and will be required to attach clearance certificates from EACCC, KRA, HELB and a certificate of good conduct from the police

iii. Only shortlisted candidates will be contacted

iv. Gusii Water and Sanitation Company is an equal opportunity employer

**The Managing Director
Gusii Water & Sanitation Co. Ltd
P O Box 3880 – 40200
Kisii**

REPUBLIC OF KENYA



COUNTY ASSEMBLY OF NYAMIRA

PUBLIC PARTICIPATION NOTICE

Pursuant to the provisions of article 174(c) of the Constitution of Kenya, 2010, the County Government of Nyamira invites members of the public, private sector organizations, interested parties and all key stakeholders for public participation on the following draft bills.

1. The Nyamira County Ward Development Fund Bill, 2014
2. The County Government of Nyamira Investment and Trade Development Bill, 2014
3. The County Government of Nyamira Physical Planning Bill, 2014
4. The County Government of Nyamira Cooperative Enterprise Development Fund Bill, 2014
5. The County Government of Nyamira Transport Bill, 2014
6. The County Government of Nyamira Animal Diseases Control Bill, 2014
7. The County of Government Nyamira Alcoholic Drinks Control Bill, 2014
8. The County Government of Nyamira Youth Polytechnic Bill, 2014
9. The County Government of Nyamira Early Childhood Education Bill, 2014
10. The County Government of Nyamira Healthcare Management Bill, 2014
11. The County Government of Nyamira Corporations Bill, 2014

The meetings will be held as follows

DATE	SUB-COUNTY	VENUE	TIME
4 TH DECEMBER 2014 5 TH DECEMBER 2014 8 TH DECEMBER 2014	MANGA	MANGA SOCIAL HALL	9:00 AM
4 TH DECEMBER 2014 5 TH DECEMBER 2014 8 TH DECEMBER 2014	BORABU	CHRIST THE KING HALL	9:00 AM
4 TH DECEMBER 2014 5 TH DECEMBER 2014 8 TH DECEMBER 2014	NYAMIRA NORTH	DEPUTY COUNTY COMMISSIONER'S HALL (EKERENYO)	9:00 AM
4 TH DECEMBER 2014 5 TH DECEMBER 2014 8 TH DECEMBER 2014	NYAMIRA SOUTH	NYAMIRA BOYS SECONDARY SCHOOL	9:00 AM
4 TH DECEMBER 2014 5 TH DECEMBER 2014 8 TH DECEMBER 2014	MASABA NORTH	RIGOMA SECONDARY SCHOOL	9:00 AM

**Oginda O. Daniel
The Clerk
County Assembly of Nyamira**

WORLD



POLICE RELEASE VIDEO ON BLACK TEEN SHOOTING
Celebrities calls for boycott during America's biggest bonanza. **P.30**

CORRUPTION | Two members of the Cabinet also on the spot

PM asked to quit over Sh15 billion Tanzania scandal

Money withdrawn from escrow account in cahoot with Kenyan businessman, reveals audit report

BY THE CITIZEN REPORTER
in Dodoma

Pressure is mounting on Tanzania Prime Minister Mizengo Pinda and two ministers to quit over Sh15b(TSh306bn) Tegeta escrow scandal that has riveted the East African country for weeks.

The scandal involved the fraudulent withdrawal of money earmarked for a power project from the Central Bank. The cash, which had been deposited in an escrow account, was then shared among individuals including a Kenyan businessman.

The Public Accounts Committee (PAC) yesterday recommended that Mr Pinda and other top government officials take political responsibility.

If he quits, Mr Pinda will be the second PM to resign in a scandal under President Jakoyo Kikwete. His predecessor, Mr Edward Lowassa, resigned in 2008 in an almost similar script involving Parliament and another power scandal -Richmond.

The government is set to react today on the damning findings and far reaching recommendations that could necessitate a reshuffle of the government. Tabling the eagerly awaited report in Parliament yesterday, PAC Chairman Zitto Kabwe and his deputy Deo Filikunjombe took time to present the shocking findings of how a Kenyan businessman in collabora-

tion with high ranking state officials hatched the plot to scoop the money from Bank of Tanzania.

Mr Harbinder Singh Sethi, a Kenyan businessman and Mr James Rugemalila, both directors of Independent Power Tanzania Limited (IPTL), are also implicated.

Other top government officials who were implicated in the saga are the Attorney General (AG) Judge Frederick Werema, Permanent Secretary in the Ministry of Energy and Minerals, Eliakim Maswi, Energy and Minerals Minister Sospeter Muhongo and his deputy Stephen Masele.

The PAC recommended that the bureaucrats resign and be charged in court while the political heads be removed from office. The-111-page report, recommended that Mr Pinda should take political responsibility for his misleading statements that he

WHAT'S ALLEGED

What ministers are accused of

Agent: Energy and Minerals minister Sospeter Muhongo who according to Mr Mr Kabwe was a major agent who initiated the meeting between Mr Harbinder Singh Sethi and Mr James Rugemalila.

Diplomatic row: Deputy minister Stephen Masele misled the House on the saga, including creating a diplomatic row between Tanzania and Britain, when he engaged in a tug of war with the ambassador.



FILE | NATION
Tanzania Prime Minister Mizengo Pinda(left) and Former President Mwai Kibaki when the PM visited Kenya in 2009. The PM is under fire over the Escrow scam.

delivered in the National Assembly as well as failing to discharge effectively his constitutional responsibilities.

According to the PAC deputy chairman the Prime Minister had the information on the money stolen from the Escrow Account. This was unearthed by the office of the Controller and Auditor General (CAG).

According to Mr Filikunjombe, the prime minister knew all the transactions but failed to take any action. The premier was quoted in one of the daily newspaper as saying IPTL was a clean deal, according to the report.

The PAC report noted that the AG, Judge Werema, who is the chief state legal advisor, did not properly discharge his duties when he advised on the Bank of Tanzania (BOT) withdrawal of Tegeta escrow monies.

"Judge Werema misused his discretionary powers when he advised the BOT governor on the interpretation of the High Court ruling that was delivered by Judge John Utamwa," he said adding that the AG ordered that Sh1.2bn (TSh21 billion) that was supposed to be paid as tax to the government should not be paid.

13 Somalis jailed for rape of schoolgirls

Thirteen men of Somali origin have been convicted of a string of child sex crimes in Bristol involving the abuse, rape and prostitution of teenage girls.

Bristol Crown Court heard one victim, aged 16, was assaulted by five Somali men after she was moved to the city while in the care of another authority. Her 14-year-old sister was raped by a member of the gang while visiting her.

The inquiry led to police uncovering another gang of Somali origin who had been abusing four other girls.

The four teenagers were paid £30 or given drugs, alcohol and gifts to perform sex acts on older men from the Somali community. The court heard some were persuaded to have sex with other gang members as they were told by the gang it was Somali "culture and tradition" and "men always have sex with each other's girlfriends".

One 13-year-old victim was raped four times by three different men in a Premier Inn in Bristol city centre. A serious case review is now being carried out.

The thirteen men, all from the Bristol area, were convicted of charges including rape, sexual activity with a child, facilitating child prostitution, trafficking and paying for the sexual services of a child.

Six were jailed following a trial during the summer. The remaining seven were convicted on Wednesday. Details of the two cases — which showed grooming and abuse dating back to 2011 — can only now be revealed after reporting restrictions were lifted.

Judge Michael Roach said the gang took "considerable advantage" of the 16-year-old sister who had been moved to Bristol by a council which cannot be named for legal reasons. "I hope there will be an opportunity for the authorities to reconsider their thinking behind such a placement because it has, added considerably to the damage of that young person," he said.(BBC)

“

I hope there will be an opportunity for the authorities to reconsider their thinking behind such a placement..it has added to their damage,”

Judge Michael Roach

Mugabe seeks to control succession in party changes



HARARE, Thursday

Zimbabwe's ruling party will amend its constitution to allow President Robert Mugabe to personally appoint his deputies, state media reported Thursday, in a move that would consolidate the veteran ruler's iron-grip on power.

Citing party sources, The Herald newspaper said ZANU-PF had "agreed on proposed amendments that will pave the way for President Mugabe to appoint all politburo members".

These include the party's vice presidents and its national chairman,

thereby preventing "the creation of multiple centres of power", the paper quoted an anonymous source as saying.

The changes, which are expected to be rubberstamped at the party's congress which opens next week, come as top politicians are jostling to succeed the 90-year-old president who has ruled Zimbabwe for over three decades.

In what appeared to be a purge, the ruling Zimbabwe African National Union - Patriotic Front (ZANU-PF) on Wednesday ousted vice president Joice

Mujuru from the party leadership.

Mujuru and powerful Justice Minister Emmerson Mnangagwa were both leading contenders to replace Mugabe, who has been in power since independence from Britain in 1980.

But Mujuru has been sidelined after Mugabe's wife Grace accused her of plotting to assassinate the president, of corruption and fomenting factionalism which is threatening to tear ZANU-PF party apart. Two senior officials linked to Mujuru had also been suspended from the party, and another expelled.(AFP)

IMPERIAL BANK LIMITED

Head Office, Imperial Court, Westlands, Tel: 020 287 4000, info@imperialbank.co.ke, www.imperialbank.co.ke



QUARTERLY FINANCIAL STATEMENTS AND OTHER DISCLOSURES FOR THE PERIOD ENDED 30TH SEPTEMBER 2014

		BANK				GROUP						BANK				GROUP			
		30-Sep-13 Shs.'000' Unaudited	31-Dec-13 Shs.'000' Audited	31-Mar-14 Shs.'000' Unaudited	30-Jun-14 Shs.'000' Unaudited	30-Sep-14 Shs.'000' Unaudited	30-Sep-13 Shs.'000' Unaudited	31-Dec-13 Shs.'000' Audited	31-Mar-14 Shs.'000' Unaudited			30-Jun-14 Shs.'000' Unaudited	30-Sep-14 Shs.'000' Unaudited	30-Sep-13 Shs.'000' Unaudited	31-Dec-13 Shs.'000' Audited	31-Mar-14 Shs.'000' Unaudited	30-Jun-14 Shs.'000' Unaudited	30-Sep-14 Shs.'000' Unaudited	
I STATEMENT OF FINANCIAL POSITION																			
1.0	ASSETS																		
1.1	Cash (both Local & Foreign)	408,973	497,261	489,619	447,185	430,661	531,603	570,369	605,983	578,865	563,455								
1.2	Balances due from Central Bank of Kenya	2,797,649	1,420,337	3,085,053	2,315,364	3,325,216	2,797,649	1,907,121	3,596,539	3,094,850	4,235,827								
1.3	Kenya Government and other securities held for dealing purposes	-	-	-	-	-	-	-	384,213	445,869	483,382								
1.4	Financial Assets at fair value through profit and loss	-	-	-	-	-	-	-	-	-	-								
1.5	Investment Securities:																		
	a) Held to Maturity:	5,658,716	5,844,744	5,938,923	5,877,658	5,736,988	5,947,086	6,201,710	6,254,580	6,302,765	6,184,197								
	i) Kenya Government securities	5,658,716	5,844,744	5,938,923	5,877,658	5,736,988	5,658,716	5,844,744	5,938,923	5,877,658	5,736,988								
	ii) Other securities	-	-	-	-	-	-	288,370	356,966	315,658	425,107								
	b) Available for sale:	4,731,668	5,104,944	6,254,553	7,077,882	8,498,643	4,731,668	5,104,944	6,254,553	7,077,882	8,498,643								
	i) Kenya Government securities	4,731,668	5,104,944	6,254,553	7,077,882	8,498,643	4,731,668	5,104,944	6,254,553	7,077,882	8,498,643								
	ii) Other securities	-	-	-	-	-	-	-	-	-	-								
1.6	Deposits and balances due from local banking institutions	41,412	252,278	25,061	12,571	53,851	1,512,299	2,135,407	1,038,873	2,412,158	1,582,724								
1.7	Deposits and balances due from banking institutions abroad	398,930	1,522,287	408,627	70,941	233,579	970,797	1,821,311	1,157,475	1,050,888	938,696								
1.8	Tax recoverable	-	-	-	-	-	90,738	-	-	8,987	-								
1.9	Loans and advances to customers (net)	25,614,464	26,171,720	30,217,695	30,527,447	31,577,534	29,046,904	29,855,224	34,003,691	34,714,179	35,986,563								
1.10	Balances due from banking institutions in the group	-	-	-	-	-	-	-	-	-	-								
1.11	Investments in associates	-	-	-	-	-	-	-	-	-	-								
1.12	Investments in subsidiary companies	828,412	871,972	871,972	871,972	871,972	-	-	-	-	-								
1.13	Investments in joint ventures	-	-	-	-	-	-	-	-	-	-								
1.14	Investment properties	-	-	-	-	-	-	-	-	-	-								
1.15	Property and equipment	561,742	548,290	517,037	502,374	589,762	684,719	680,689	658,387	646,296	741,420								
1.16	Prepaid lease rentals	-	-	-	-	-	-	-	-	-	-								
1.17	Intangible assets	150,159	143,393	255,962	252,761	243,270	190,926	184,270	295,343	290,531	282,760								
1.18	Deferred tax asset	142,661	176,008	176,008	176,006	176,006	142,661	273,262	274,072	273,539	273,391								
1.19	Retirement benefit asset	-	-	-	-	-	-	-	-	-	-								
1.20	Other assets	935,171	452,994	774,573	811,397	763,358	1,023,210	572,718	867,058	894,287	987,833								
1.21	TOTAL ASSETS	42,269,957	43,006,228	49,015,083	48,952,545	52,500,840	47,670,260	49,307,025	55,390,767	57,791,096	60,758,891								
2.0	LIABILITIES																		
2.1	Balances due to Central Bank of Kenya	-	-	-	-	-	-	-	-	-	-								
2.2	Customer deposits	31,599,790	34,064,967	37,796,003	39,084,153	42,611,829	36,562,652	39,644,528	43,883,379	46,936,502	50,071,453								
2.3	Deposits and balances due to local banking institutions	3,502,629	2,031,772	3,441,888	2,198,752	1,806,479	3,545,852	2,255,691	3,543,692	2,815,912	2,072,998								
2.4	Deposits and balances due to foreign banking institutions	683,035	537,052	622,163	713,556	601,103	692,646	363,360	623,250	715,391	601,103								
2.5	Other money market deposits	-	-	-	-	-	-	-	-	-	-								
2.6	Borrowed funds	-	-	-	-	-	-	-	-	-	-								
2.7	Balances due to banking institutions in the group	-	-	-	-	-	22,654	-	-	-	3,493								
2.8	Tax payable	191,945	103,141	179,498	-	2,735	191,945	103,141	185,287	92,211	62,511								
2.9	Dividends payable	-	-	300,000	75,000	-	-	-	300,000	75,000	-								
2.10	Deferred tax liability	-	-	-	-	-	-	-	-	-	-								
2.11	Retirement benefit liability	-	-	-	-	-	-	-	-	-	-								
2.12	Other liabilities	472,524	550,726	654,733	559,966	567,403	562,470	923,750	747,395	775,651	967,433								
2.13	TOTAL LIABILITIES	36,449,923	37,287,658	42,994,285	42,631,427	45,589,549	41,578,219	43,290,470	49,283,003	51,327,667	53,722,731								
3.0	SHAREHOLDERS' FUNDS																		
3.1	Paid up/Assigned capital	1,248,400	1,248,400	1,248,400	1,248,400	1,248,400	1,248,400	1,248,400	1,248,400	1,248,400	1,248,400								
3.2	Share premium/(discount)	-	-	-	-	-	-	-	-	-	-								
3.3	Revaluation reserves	(98,441)	(208,735)	(25,336)	(149,035)	(18,122)	(106,422)	(208,735)	(25,336)	(149,035)	(18,122)								
3.4	Retained earnings/Accumulated losses	4,562,350	4,286,894	4,695,269	5,101,366	5,562,569	4,440,685	4,057,024	4,473,328	4,881,415	5,332,314								
3.5	Statutory loan loss reserves	107,725	92,011	102,465	120,387	118,444	107,725	192,555	102,465	120,387	118,444								
3.6	Other reserves	-	-	-	-	-	-	277	(41,105)	(7,951)	(8,723)								
3.7	Proposed dividends	-	300,000	-	-	-	-	300,000	-	-	-								
3.8	Capital grants	-	-	-	-	-	-	-	-	-	-								
3.9	TOTAL SHAREHOLDERS' FUNDS	5,820,034	5,718,570	6,020,798	6,321,118	6,911,291	5,690,388	5,589,521	5,757,752	6,093,216	6,672,313								
3.10	Minority interest	-	-	-	-	-	401,653	427,034	350,013	370,213	363,847								
3.11	TOTAL LIABILITIES AND SHAREHOLDERS' FUNDS	42,269,957	43,006,228	49,015,083	48,952,545	52,500,840	47,670,260	49,307,025	55,390,767	57,791,096	60,758,891								
III OTHER DISCLOSURES																			
10.0	NON-PERFORMING LOANS AND ADVANCES																		
10.1	(a) Gross non-performing loans and advances	1,408,817	1,562,630	1,555,731	1,765,494	2,004,951	1,655,991	1,948,981	1,885,988	2,003,893	2,190,402								
10.2	(b) Less: Interest in suspense	172,858	176,752	175,270	174,561	175,308	177,314	217,188	205,473	196,207	192,078								
10.3	(c) Total non-performing loans and advances (a-b)	1,235,959	1,385,878	1,380,461	1,590,932	1,829,643	1,478,677	1,731,793	1,680,58										

UN troops arrested for stealing uniform

GOMA, Thursday

Six UN peacekeepers from Ukraine were arrested in the Democratic Republic of Congo yesterday for illegally being in possession of Congolese military uniforms.

The six were detained at Goma airport in the country's restive east along with the supplier of the uniforms, a Congolese man, according to Lieutenant Colonel Olivier Hamuli, a spokesman for the Congolese army (FARDC).

The UN mission in the country,

MONUSCO, confirmed the incident. Spokesman Charles-Antoine Bambara told AFP that the Ukrainians belonged to MONUSCO's flight crew and were de-

“We intended to use them for hunting back home,”

Ukraine soldier

tained by Congolese security services on suspicion of “possession of Congolese uniforms”. “Six new uniforms of the Republic Guard (tasked with protecting President Joseph Kabila) were discovered in their minibus,” said Emmanuel Lombe, commander of the military region covering North Kivu province.

The Ukrainians “said they intended to use them for hunting back home” once they finished their mission, he added.

The arrests come at a sensitive time for the troops, which are grappling with a worsening security situation. (AFP)

HEALTH | Over 15,000 cases reported



PHOTO: AFP
A photo by the Spanish Defense Ministry shows Roman Catholic priest Miguel Pajares, who contracted the deadly Ebola virus, being transported to the Carlos III hospital.

Ebola vaccine to be ready in ‘few months’

20 adults injected with dose developed anti-bodies to fight the deadly disease

bringing this epidemic to an end and undoubtedly will be critically important in preventing future large outbreaks,” he noted.

“Based on these positive results from the first human trial of this candidate vaccine, we are continuing our accelerated plan for larger trials to determine if the vaccine is efficacious in preventing Ebola infection,” he added.

But the NIAID/GSK vaccine is still a long way from being ready for use in the field.

The NIAID is “in active discussions with Liberian officials and other partners about next-stage vaccine testing in West Africa” for efficacy and safety, the NIH said but offered no details. (AFP)

WASHINGTON, Thursday

Researchers say they are a step closer to developing an Ebola vaccine, with a Phase 1 trial showing promising results, but it will be months at the earliest before it can be used in the field.

The news comes amid the worst ever outbreak of the hemorrhagic fever, which has killed nearly 5,700 people, mostly in West Africa.

Pharmaceutical companies and health agencies are scrambling to fast-track experimental drugs and vaccines that could help.

In the first phase of testing, all 20 healthy adults injected with a higher or lower dose of the vaccine developed antibodies needed to fight Ebola, said the National Institutes of Health (NIH), which conducted the study.

Results were published Wednesday in the New England Journal of Medicine.

“The unprecedented scale of the current Ebola outbreak in West Africa has intensified efforts to develop safe and effective vaccines,” said Anthony Fauci, head of the National Institute of Allergy and Infectious Diseases, which is developing the vaccine alongside Glaxo-SmithKline.

The vaccines under development “may play a role in

FIGURES

Death toll now reaches 5,689

The World Health Organization has said that the global death toll from the Ebola virus had increased to 5,689 out of a total of 15,935 cases of infection, mainly in western Africa.

The earlier WHO toll from last Friday gave a death toll of 5,459 and 15,351 cases.

The WHO believes that the number of deaths is likely far higher, given the difficulty in collecting comprehensive figures and with Ebola having a high fatality rate.

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SCANDAL | Haul seized in Britain

VIP lounge at airport used to smuggle drugs

But Ghana leader denies claim though airport officials have been sacked

ACCRA, Thursday

Ghana's opposition has called for a parliamentary inquiry into allegations that a suspected cocaine trafficker had access to the presidential lounge at the country's main airport. The alleged trafficker was arrested in the UK, while three officials have been charged in Ghana. The case has gripped Ghanaians, as the opposition and governing party trade accusations of drug-dealing. West Africa is a major transit-point for smuggling cocaine to Europe. The BBC's Sammy Darko in Accra says the alleged cocaine bust has increasingly assumed a political dimension.

Presidential denial

On Tuesday, Dominic Nitiwul - a senior member of the opposition New Patriotic Party (NPP) - appeared in parliament with three bags of rice, weighing around 13kg (28lbs). Mr Nitiwul questioned how a similar amount of cocaine could have evaded customs and security officials at Accra's Kotoka International Airport

to reach London's Heathrow Airport where the alleged trafficker, Nayele Ametefe, was arrested on 9 November. The government has denied any involvement in what the local media has dubbed "the cocaine scandal". President John Mahama(below) has also strongly denied reports that Ms Ametefe was linked to his family. Three foreign affairs officials have been charged with aiding and abetting Ms Ametefe by allegedly letting her use the airport's "VVIP lounge." (BBC)

BACKGROUND

Region hub for peddlers



West Africa has emerged as a busy route for drugs from Latin America and Asia to Europe, with cartels taking advantage of the region's poverty and weak border controls. In 2013, the ex-security chief at the airport was charged in the US over drug smuggling.

Botswana threatens defiant foreigners

BY MTOKOZISI DUBE
in Gaborone

The Botswana government will crack the whip on refugees who continue to flout the country's laws by living outside the designated camps. Botswana's Defence minister, Shaw Kgathi has said some refugees reside outside Dukwi Refugee Camp contrary to the existing encampment system and the Refugees' Recognition and Control Act. Kgathi said government will invoke relevant provisions of the Act to revoke the status of any refugee who continues to violate the laws of the country. "I have directed the Refugee Advisory committee to start implementing the relevant provisions of the act for repeat offenders as may be

submitted by the Settlement Commandant," he said. His ministry recently engaged in a joint exercise with the immigration department and identified refugees living outside the camp illegally and returned them to the camp. However, indications are that there could be more refugees working illegally outside the camp.

Cheap labour

Locals have been accused of encouraging the migration of refugees through temporary, seasonal and permanent employment without work and residence permits. Refugees are generally perceived as a cheap labour for citizens. "The ministry is sensitising locals about the law and consequences of flouting it," he said.

President rules out term limits amid protests threat

BY JEAN-MATTHEW III
in Togo

Togo's President Faure Gnassingbé has rejected changes that would have limited the number of presidential terms to two. He has been in power for 10 years. He also declined a proposal to have a run-off incase no candidate wins more than half of the country's vote.

President Gnassingbé made the decision on Wednesday evening during a press conference in Accra at the end of his three-day official visit to Ghana. Re-election He also hinted that he was eligible to run for re-election but will talk about his candidacy when he returns home. In the absence of a constitutional amendment, the

youthful leader will certainly run for a third five-year mandate during next year's presidential poll and could possibly win in the face of a di-

10

The number of years that President Faure Gnassingbé has been in power

vided opposition. Immediately after the President's statements in Accra, the executive secretary of Togo's Coalition of Associations Against Impunity André Afanou, one of most vocal NGOs, said that the only alternative was to resort to transition justice. He threatened to mobilise citizens to hold demonstrations to force the ruling party to the negotiation table with the opposition.

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13 inmates on hunger strike die after taking drugs

CARACAS, Thursday

Thirteen Venezuelan inmates who had been on a hunger strike over prison conditions died Wednesday after drinking a cocktail of prescription drugs and grain alcohol, the government said.

Another 145 were being treated for poisoning after drinking the concoction, it added. An NGO put the death

toll as high as 21. It was the latest tragic episode in a country with one of the mostly violent and dangerous penal systems in the world.

The prisoners at David Vilorio Correction Center in Venezuela's Lara state had been protesting since Tuesday over what they said were inhumane treatment and rights violations by prison officials.

The Prisons Ministry said

inmates became violent, broke into the infirmary and guzzled a cocktail they made of grain alcohol, drugs used to treat epilepsy as well as antibiotics and tranquilizers.

A ministry statement said the deaths and injuries stemmed from "uncontrolled ingestion" of the mix of grain alcohol and those medications.

Prosecutors named a team of experts to probe the incident.

The ministry statement said inmates first broke down walls and doors of their holding area, and then violently made their way into the infirmary.

"They assaulted the pharmacy and the workshops, proceeding to ingest a variety of medications," it added.

A non-governmental group, Venezuelan Prisons Watch, said earlier there were 17 dead at the prison in Lara state.(AFP)

RACE RIOTS | Family requested it

Police shot US black boy after seconds



FROBYN BECK | AFP

Protesters in Los Angeles yesterday.

Celebrities call for boycott of goods during shopping

CLEVELAND, Thursday

US police officers shot dead a 12-year-old black boy carrying a replica gun within seconds of their patrol car arriving on the scene, a surveillance video released yesterday showed.

The sudden end to the incident has stoked anger at police tactics in the United States, in the wake of rioting triggered by a decision not to prosecute a white officer who killed an unarmed black teenager.

Tamir Rice died in hospital in the US city of Cleveland, Ohio on Sunday when two police officers, responding to a 911 emergency call, confronted him in a city park.

The footage shows Rice walking on a sidewalk playing with the toy, at one point aiming the replica weapon at a passerby, before sitting in a park gazebo.

A patrol car pulls up and an officer emerges from passenger side of the vehicle with his gun drawn, immediately shooting Rice as he walks toward the car.

Despite the short duration of the incident, Cleveland officials said Rice had ignored police orders to raise his arms.

"Three commands were given to put up his hands," deputy police chief Edward Tomba told reporters.

Cleveland police also released audio from a 911 call placed before officers arrived from a man saying a person that was probably a juvenile was holding a gun that he suspected was a toy.

"There's a guy with a pistol," the caller said. "It's probably fake but he's pointing it at everybody."

BACKGROUND

Blacks have \$1trn power



Spending: The planned campaign calls for a one-day moratorium on spending to protest what it calls "staggering" human rights violations. America's 43 million black citizens will hold about \$1.1 trillion in purchasing power by 2015, a Nielsen study.

Meanwhile, US celebrities called for a boycott to take place Friday — one of the busiest US shopping days — to protest a grand jury's decision not to prosecute a police officer who fatally shot a black teen.

A number of well-known figures, among them hip-hop mogul Russell Simmons, have signed onto the action, under the Twitter hashtags #NotOneDime and #BlackoutBlackFriday.

"We have the power to change our nation. Stand up with @UnitedBlackout on #BlackoutBlackFriday," tweeted one of the supporters, actress Kat Graham, who stars in TV series "The Vampire Diaries."

Also backing the campaign was TV star Jesse Williams, while journalist Soledad O'Brien retweeted a message with the hashtag #NotOneDime.

"No Just, No Profit. Corporate/public power only speaks \$. Black Friday is a day of deep commercial discounts and frenzied shopping which takes place each year after the Thursday Thanksgiving holiday.(AFP)

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3 rd runner up	Hannah Njeri	Nakuru	Ksh. 100,000
4 th runner up	Kimuri Women Group	Kangari	Ksh. 50,000
5 th runner up	Richard Wabalayi Kibulo	Rongai	Ksh. 40,000
6 th runner up	Charity Mumbi Karanja	Gikomba	Ksh. 30,000
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TERRORISM | Militia has vowed to ensure all foreigners leave country

Briton killed in Taliban attack near embassy

Fears Afghanistan may be spiralling out of control a few months before US troops downscale their operations

KABUL, Thursday

A suicide bomber rammed his explosives-packed car into a British embassy vehicle in Kabul today, killing one Briton and five Afghans in the latest attack to highlight fragile security as NATO troops withdraw.

A British security contractor and an Afghan employee of the embassy died in the blast, which hit their vehicle on a stretch of road notorious for suicide attacks.

At least four Afghan bystanders were also killed, and more than 30 others were injured.

"I am deeply saddened to confirm that a British national civilian security team member and an Afghan national working for the embassy were killed," British Foreign Secretary Philip Hammond said in London.

"I condemn this appalling attack on innocent civilians supporting our diplomatic activity."

A second British contractor with the G4S firm was injured in the bombing, which threw the embassy's 4x4 vehicle onto its side.

The roof was blown off and car parts scattered across the Jalalabad road, a main route where many fortified foreign compounds and military facilities are located.

It has often been the scene of insurgent strikes, and attacks across the city have increased in recent weeks.

Seven blasts

At least seven blasts have hit Kabul over the last 10 days, including attacks on foreign compounds and on a female Afghan MP who was injured in a suicide bombing that targeted her car.

The Taliban said they were behind Thursday's blast in a message on a recognised Twitter account.

At the site, an AFP reporter saw one badly-shaken foreign passenger talking to Afghan police, asking after his colleagues.

A nearby policeman said that passengers covered in blood had been taken to hospital.

"The report we have received from Kabul hospitals show five killed and 34 wounded in today's attack," Kenishka Turkistani, spokesman for the ministry of public health, told AFP.

"The wounded include five children. We don't record foreign casualties."

CHRONOLOGY

MPs back extension



Afghanistan's upper house of parliament on Thursday approved two agreements with the US and NATO allowing about 12,500 troops to remain in the country next year as concerns grow over the worsening insurgency. The Bilateral Security Agreement (BSA) with the United States, and a similar pact with NATO, were approved by the lower house of parliament.

Zarif Khan, a shopkeeper, told AFP: "I was selling groceries when I heard this big bang, and then I saw injured people and pieces of metal all around me."

The attack — three days after two US soldiers were killed in another bombing in Kabul — comes as US-led NATO forces prepare to end their 13-year combat mission against the Taliban next month. (AFP)



PRESS STATEMENT

MURANG'A ILLICIT BREW WAS NOT JEBEL

Kenya Breweries Limited notes with great concern alarming news reports regarding the recent fatalities following the consumption of illicit products in Murang'a. We send our heartfelt condolences to the families and friends of the victims of this unfortunate tragedy.

As a responsible and respectable company, our products are taken through a rigorous quality control process before being dispatched to the market and we wish to reiterate our concern regarding the continued proliferation of illicit brews, which has led to many deaths and has continued to create an adverse impact on the health of Kenyans.

KBL wishes to clearly state that this ill-fated incident was NOT caused by the Jebel Special product as mentioned or any of its products.

As a matter of fact, initial assessment and investigations by our Quality Control team and the local authorities did not establish any link whatsoever with any of its genuine products and therefore the illicit brew in question is **NOT KBL's** product.

Signed,

Eric Kiniti.
Corporate Relations Director

Flights to Japan are cancelled over ash

TOKYO, Thursday

Flights in Japan were cancelled or diverted today to avoid a cloud of ash and smoke spewing from an erupting volcano in the south.

Japan Airlines and All Nippon Airways warned passengers of "a number of cancellations and changed destinations" on routes involving Kumamoto airport because of the 800-metre (2,600-foot) column of debris from Mount Aso.

"We cancelled eight flights departing from Kumamoto and four flights arriving there," a JAL spokesman said.

"There was also one flight which changed destination" to a nearby airport," he said, adding that more could be affected if the eruption worsens.

A spokesman for the airport said one international flight had been cancelled and one diverted.

Mount Aso, whose huge caldera dominates the southwestern main island of Kyushu, rumbled into life on Tuesday.

Meteorologists warned volcanic stones and ash could fall in a one-kilometre (half-a-mile) radius of the volcano.

The eruption is Aso's first in 19 years and comes two months after Mount Ontake in central Nagano killed more than 60 hikers when it erupted without warning.

Last month, experts warned a disaster on Kyushu island, which has been struck by seven massive eruptions over the past 120,000 years, could see an area that is home to seven million people buried by molten rock in just two hours.

Meanwhile, Santa was dishing out presents to fish in Japan on Thursday, as a scuba-diving St Nick went swimming in a Tokyo aquarium.

Stingrays, sharks and dozens of varieties of smaller fish crowded round to eat their fill as Father Christmas came early to the Sunshine Aquarium in the city's northwest. The stunt is part of annual celebrations for visitors who can watch Santa.(AFP)

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BUSINESS



BUSINESS FRAUD ON THE RISE IN KENYA'S PRIVATE SECTOR: SURVEY

Kenya ranks fourth globally and third in Africa among 59 nations surveyed on the malpractice, notes Ernst and Young report. **Page 37**

FUNDING | Project will be financed using company cash reserves which stood at Sh4.2bn as at June 30



BILLY MUTAI/NATION

From left: Nation Media Group directors James Montgomery, Gerry Wilkinson, Yasmin Jetha, Group Chief Executive Officer Linus Gitahi, Group Board of Directors Chairman Wilfred Kiboro, Group Secretary James Kinyua and Acting Editorial Director Tom Mshindi view the model of the new printing plant at Nation Plant grounds on Mombasa Road yesterday. The investment is worth Sh2 billion.

Readers, advertisers the big winners in NMG Sh2bn plan

Modern printing press will double the company's capacity to print full-colour pages and allow for more advertising formats

BY CHARLES WOKABI
[@cwokabi](#)
cwokabi@ke.nationmedia.com

Eastern Africa's largest media house, Nation Media Group, is set to change the face of newspapers reporting with the set up of a new state-of-the-art printing press.

The construction of the Sh2 billion printing press began yesterday at the company's plant on Mombasa Road, with a completion date of fourth quarter 2015. The press hall is scheduled to be ready by June next year paving the way for installation of the printer.

NMG chairman Wilfred Kiboro said during the ground breaking ceremony that the investment is a sign that the board of directors and management are confident of the future of the print media industry.

"We are convinced that the print media industry in the developing world will continue to be relevant to both the readers and the advertisers for the next 10-15 years, and this is consistent with research carried out in the developing markets," Mr Kiboro noted.

The project will be financed using the company's cash reserves which stood at Sh4.2 billion as at June 30, 2014. NMG's

profit before tax grew to Sh1.7 billion in the period, helped by increased sales and prudent cost management.

With the new press, the company expects to realise a 45 per cent improvement on the speed, printing up to 86,000 copies per hour, allowing the editorial team more time to refine content, turn around editions and improve market arrival times.

Beglin Woods Architects and Interior Designers are the project's architects while the contractor is Superfit Contractors Ltd and Structural Engineers.

The new printing press will also double the company's capacity to print full-colour pages as well as allow for more advertising formats.

"The new state-of-the-art printing press design engenders features that will provide advertisers with more options and opportunities in terms of impactful advertising formats and capacity to carry more adverts in a single print run," Mr Kiboro said.

Group chief executive Linus Gitahi said the extra capacity that comes with the new printing press will enable the business to undertake third-party contract printing jobs.

"Despite what people have said about the newspaper industry, we

NMG CALLS ON GOVERNMENT TO SUPPORT INVESTORS

Nation Media Group chairman Wilfred Kiboro (right) has called on the government to have a more positive and supportive attitude towards local media investors.

"The government has the duty and obligation to protect local investors. I don't know of any country in the world which has developed using foreign capital and investors alone. Local investors are very important and I urge the government to recognise this and take appropriate actions," Mr Kiboro said.



are confident that, at this part of the world, the industry will continue to grow and that is why we are making such a huge investment. The growth of the press is symptomatic of a country's economic growth, so this will not just benefit Nation but the whole country," Mr Gitahi said.

Strategic and innovative

The new printing press was selected on the basis of global media consumption trends that were discussed with local media buying agencies and readers.

Some of the advertising formats will be exclusive to Nation Newspaper Division, and no other competing publications in East and Central Africa will be able to offer the same features.

Mr Kiboro said the growing competition in the print media as well as the threat posed by the penetration of the Internet

means that companies must be more innovative and efficient in production, packaging and delivery of their products.

"We now have to be more strategic and innovative in how we drive advertising and circulation. In this regard, the use of colour and the quality of the adverts has to be world class. Business as usual will not work in this day and age. Innovation around the products and delivery of the same is critical. I have every confidence that NMG understands this and will rise to the occasion," Mr Kiboro said.

The printing press will replace the current one which has served the company over the past 19 years. NMG publishes the *Daily Nation*, *Business Daily*, *The East African* and *Taifa Leo* in Kenya. It also runs a number of radio and television stations.

BRIEFLY

BANKING

NBK after-tax profit rises to Sh1.02bn

The National Bank has recorded a 15.9 per cent growth in profit after tax to Sh1.02 billion for the third quarter ended September 30. The bank realised Sh880 million in the same period last year. "We continue to focus on network expansion in order to be felt in all counties, service and innovation," NBK chief executive Munir Sheikh Ahmed said. The bank's total assets increased by 28 per cent while loans and advances grew by 83 per cent to Sh57.5 billion from Sh31.4 billion recorded in same in 2013.

MARKETING

Firms challenge local varsities on skills gap

Advertising agencies want local universities to align their brand communication studies with global standards. "Fresh graduates face challenges at recruitment because their qualifications fall short of practice expectations. This ends up being a costly affair since an employer is looking for work-ready employees," noted Ms Susan Makau, the director and communications expert at the International School of Advertising. She was addressing the inaugural graduation of brand communicators at the institution.

TELECOMMUNICATION

Airtel cuts SMS rates to rival telco networks

Airtel has launched a new service that allows subscribers to send messages to other network at reduced rates. Sold in bundles, the short messages subscription service will see customers buy six SMS for Sh3 daily. The largest bundle consists of 1,500 SMS where a customer will send an SMS at five cents. "We aim to give our customers access to affordable communication and service on our network to make it easy for them to keep in touch with family and friends during this festive season," Airtel Kenya CEO Adil El Youssefi said.

INDUSTRY

Kenyan set to steer key Comesa arm

Kenyan entrepreneur Joanne Mwangi has been elected chairperson of Comesa arm that helps women in business. She takes over from Dr Amany Asfour of Egypt. The Federation of National Associations of Women in Business in Comesa brings together 19 countries and helps integrate women into trade and growth. It also serves as a representative and link between women and Comesa policy organs.

“

We are convinced that the print media industry in the developing world will continue to be relevant to both the readers and the advertisers for the next 10-15 years”

NMG Chairman Wilfred Kiboro

19

Years which the current printing press has served Nation Media Group



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Application for Masters and Ph.D Scholarships

Following a successful bid for funding of Post Graduate training in Engineering programs by African Development Bank (ADB), through the Ministry of Education, Science & Technology, KU has been mandated to train Academic Staff in Public Universities and Public Technical Training Institutions for capacity building. The training is also open to Public Sector Employees from relevant Government Ministries and State Corporations to ensure a critical mass of a 'qualified pool' that can serve institutions for Higher Learning..

In view of this, KU would like to invite applications for scholarships in the categories outlined below. The upper age limit is 40 years for Master Degree Programmes and 45 years for PhD programmes. Female candidates will however be considered with five (5) years above the maximum age. The scholarship will only cover tuition fees, access to computer software and relevant resource materials including journals and research fees only.

Collaborative Teaching / Supervision

KU will offer the Ph.D and Masters Program in Applied Chemistry and Physics in collaboration with renowned Professors from University of Johannesburg, South Africa; Max Planck Institute for Astronomy, Germany; Max Planck Institute of Radioastronomy, Germany; Helmholtz Institute of Radiation Physics, Germany; Helmholtz Zentrum Muenchen German Research Center for Environmental Health; Universitaet Siegen, Germany; PET Instrumentation & Neuroimaging laboratory, Netherlands; Institut fuer Experimentelle Kern Physik (IEKP), Germany; Florida Institute of Technology, USA; South African Astronomical Observatory, South Africa; University of South Africa, South Africa; IOWA State University, USA; Nagasaki University, Japan; University of Surrey, UK; University of Nottingham, UK; China University of Petroleum-Beijing, China; and University of Nizwa, Pakistan; . In addition, KU will collaborate with key local industries and Research Institutions that will provide field experience including International Centre for Insect Physiology and Ecology (ICIPE), KENGEN, Sollatek Electronics Ltd, Orion East Africa Limited, Mabati Rolling Mills Limited and Kenya Medical Research Institute (KEMRI).



Basic Criteria for Admission

The shortlisting will be on merit and only the qualified applicants will be considered as per the criteria provided below:

2. DEPARTMENT OF CHEMISTRY

Course	Program Goal	Entry Requirement	Duration
M.Sc (Applied Analytical Chemistry)	Applied analytical Chemistry will offer comprehensive training in the theory, instrumentation and application of a wide range of analytical techniques. In addition, it is designed to sharpen skills and initiative in addressing and solving analytical problems and quality control. The course also aims to expose candidates to inter-disciplinary Research and Development.	A holder of a Bachelor of Science or Bachelor of Education (Science) with a major in Chemistry with at least second class Honours (upper division) or equivalent qualification from a recognized institution	2 years
M.Sc (Chemistry)	The programme provides an opportunity to acquire an advanced level of scientific, technological knowledge and skills in various specializations within the field of chemistry, including, organic, inorganic, physical, chemical ecology, computational and theoretical chemistry, material sciences and nanotechnology.	A holder of a Bachelor of Science or Bachelor of Education (Science) with a major in Chemistry with at least second class Honours (upper division) or equivalent qualification from a recognized institution	2 years
Ph.D (Chemistry)	The Ph.D Programme is designed to provide students with a firm foundation of chemical knowledge and exposure to cutting edge multi-disciplinary research with societal importance. In addition to the traditional divisions of inorganic, organic, analytical and physical, integrated programmes in environmental chemistry, computational and theoretical chemistry, nanotechnology, chemistry of life processes, and chemistry of materials will be offered.	A holder of MSc (Chemistry) or related Physical Sciences with a major in Chemistry or equivalent qualification from a recognized institution	3 years

2. DEPARTMENT OF PHYSICS

Course	Program Goal	Entry Requirement	Duration
M.Sc. (Physics)	To offer training at Masters level in the following areas of specialization: Environmental Physics, Material Science (Polymers), Materials Science (Thin Films), Geophysics and Theoretical Physics.	Bachelor of Science (B.Sc) or Bachelor of Education Science (B.Ed.-Sc) with at least second class honours, upper division, Physics as a major or regular subject.	2 years
M.Sc (Electronics & Instrumentation)	To offer training at Masters level in the following area of specialization: Electronics and Instrumentation.	Bachelor of Science (B.Sc) or Bachelor of Education Science (B.Ed.-Sc) with at least second class honours, upper division, Physics as a major or regular subject.	2 years
Ph.D (Physics)	To offer training at Ph.D level in the following areas of specialization: Physics Environmental Physics, Materials Science (Polymers), Materials Science (Thin Films), Geophysics. Theoretical Physics Atomic Collision Electronics Electronics and Instrumentation	Masters of Science (M.Sc) degree in Physics	3 years

Application forms may be obtained from Kenyatta University Main Campus or Constituent campuses, or downloaded from the University website www.ku.ac.ke. The Programs are scheduled to start on 19th January, 2015. The application form should be completed and returned by 8th December, 2014 to:

The Registrar (Academic), Kenyatta University, P.O. Box 43844, 00100 GPO, NAIROBI: Tel: 8710901- 19
Cisico: 020 8703061 or 020 8703224 Email: registrar-acad@ku.ac.ke



MINISTRY OF
EDUCATION, SCIENCE &
TECHNOLOGY



KENYATTA UNIVERSITY



AFRICAN DEVELOPMENT
BANK GROUP
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Africa tomorrow

ROW | Former managers conspired to mobilise third parties to contribute to real estate projects alleging that they were sanctioned by Britam

Accounts of ex-Britam bosses to remain frozen

Action meant to prevent transfer of funds from disputed accounts as well as disposal of properties

BY ABIUD OCHIENG
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aawiti@ke.nationmedia.com

The High Court has extended the indefinite freezing of bank accounts of private equity fund, Cytonn Investments boss Edwin Dayan Dande, and his three co-accused in a Sh4 billion fraud case. Mr Dande's co-accused are Ms Elizabeth

Nailantei Nkukuu, Ms Patricia Njeri Wanjama and Mr Shiv Arora. The four — all former managers at Britam — will also not be able to transact on properties held by 11 of their companies or those of their associates. In his ruling yesterday, Mr Justice David Onyancha said that failure to extend the freezing orders might lead to the transfer of funds from the disputed accounts as well as disposal of the properties under dispute.

The orders were first made on October 28 and were extended by consent on November 12 and 13. The judge said the orders would be extending until Britam and Baam Advisory LLP application is heard and determined, Judge Onyancha ruled.

Britam and its subsidiary Baam Advisory LLP went to court accusing the four former managers of fraudulently syphoning monies from Britam accounts and channelling them to accounts held by Acorn and its subsidiaries. Britam and its subsidiary then sought orders to freeze the accounts and properties owned by 11 companies — a plea that was granted by Mr Justice On-

yancha on October 28. The judge also put a caveat on several properties registered in the private companies' names, which include prime parcels of land in Nairobi and Machakos counties, saying that they should not be disposed, leased or mortgaged. The affected companies include Cytonn Investments Management Ltd, Acorn Properties Ltd, Edenvale Developments LLP, and Starling Part Properties LLP.

Managers conspired
The others are Crimson Court Development LLP, Sinopia Properties LLP, Mikado Properties LLP, Crescent LLP and Spring Green LLP.

According to Britam's acting chief executive Jude Brian Oluoch, the former managers conspired to mobilise third parties to contribute to real estate development projects undertaken and controlled by the other companies while alleging that they were sanctioned by Britam.

Mr Oluoch swore that the discovery led Britam to appoint auditors, who after investigations, discovered that a total of Sh3.9 billion was syphoned away to private accounts controlled by the former managers.

“The injunction made on October 28 need to be extended until Britam and Baam Advisory LLP's application under which the orders were granted, is finally heard and determined”

Mr Justice David Onyancha

Coca-Cola to gulp down Keringet in merger plan

BY NATION
CORRESPONDENT

Coca-Cola is set to acquire Keringet water, a product of Crown Beverages, under a \$260 million (about Sh23.4 billion) deal with beer maker SABMiller.

The deal involves Coca-Cola acquiring rights to SABMiller's 19 non-alcoholic brands in Africa including the brewer's flagship Appletiser brand.

SABMiller acquired Crown Beverages in 2011.

The transaction, the two firms said in a statement yesterday, is part of a merger of their bottling business in South and East Africa aimed at establishing a company with \$2.9 billion in annual revenue.

It also involves the Gutsche Family Investments who are the majority owners of Coca-Cola's South African Bottling Company.

The new bottler, Coca-Cola Beverages Africa, is thus expected to serve 12 high-growth countries accounting for ap-

proximately 40 per cent of all Coca-Cola beverage volumes on the continent.

“Africa offers significant growth potential in beverages, underpinned by rising personal disposable income, a fast-growing population and increasing per capita consumption,” Coca-Cola said in a statement.

In Uganda, Coca-Cola will acquire right for the country's leading water brand Rwenzori, Ambo waters in Ethiopia and Voltic water in Nigeria.

“The merger is not in any way going to affect our local partners since Coca-Cola owns the brand while partners concentrate on its packaging and distribution,” a source at Coca-Cola East Africa, who did not want to be named, said.

Falling revenue

SABMiller will, however, have a 57 per cent, Gutsche Family Investments: 31.7 per cent and The Coca-Cola Company holding 11.3 per cent upon completion of the merger.

The Atlanta-based beverage maker is under pressure to revive falling revenue globally with consolidation of business and diversification seen as a key way of cutting costs.

The latest merger follows the consolidation of eight bottlers in Portugal and Spain into a single business last year.

The group has 250 bottlers worldwide.

Sh23.4bn

Estimated worth of deal that will see Coca-Cola acquire rights to SABMiller's 19 non-alcoholic brands in Africa including Keringet water in Kenya

BCLB No. 002046

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DRINKING GUINNESS AND
GOT 'BOOKED'

YOU TOO CAN BE A WINNER AS YOU ENJOY GUINNESS



JAMES GITHINJI (R), UK TRIP WINNER WITH HIS FRIEND JOHN KARANJA (L)



BENEDICT WESONGA, WINNER OF KSHS 100,000.



EMMAH NG'ONGO, WINNER OF KSHS 100,000.



JOSEPH WANDARI MACHARIA, WINNER OF KSHS 100,000.



PATRICK MAITHYA WAMBUA, WINNER OF KSHS 100,000.



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STUDY | Country emerges strongest on financial reporting

Bribery, fraud on the rise in private sector

Kenya ranks fourth globally and third in Africa among 59 nations surveyed on the malpractice

BY EDWIN OKOTH
edwinowino@gmail.com

Business fraud and bribery in Kenya's private sector has been on the rise in the last two years, a survey by audit firm Ernst and Young shows.

Out of 59 countries surveyed, Kenya ranks fourth globally and third in Africa among nations that face the risk of falling to business fraud. The financial sector is the hardest hit by the vice, the report notes.

In a similar survey in 2012, Kenya had 76 per cent prevalence of bribery in business; this has increased to 86 per cent.

Ernst and Young's partner assurance head Herbert Wasike said Kenya shows a growing trend in fraud despite companies putting strong anti-bribery policies.

"Encouragingly, there is an increase in fraud detection in Kenya as we employ increased forensic data analytics tools, advanced investigative techniques and better controls," Mr Wasike said.

Cybercrime tops the list of business frauds contributing 62 per cent of risk to Kenya's business. This has seen many enterprises turn to modern technology such as mobile money payments and web-based transactions.

Other unethical behaviour that Kenya's business tops in are; offering entertainment to

sustain trade, giving gifts to potential business partners and cash payments to win deals.

Of the 52 Kenyan firms surveyed, 27 per cent had significant fraud cases in the last two years. This is more than twice the global average of 12 per cent.

Kenya emerged strongest among those surveyed in financial reporting and accounting of fraud. Only four per cent of Kenyan managers in the private sector showed support to the idea of misstating their company's financial performance in order to survive an economic downturn, a ratio two points below the global average of six per cent.

Justify actions

"This is quite a rare attribute in emerging markets where higher proportions of respondents stated they could justify such actions. Kenya has a relatively strong culture of ethical and accurate financial reporting," said Mr Peter Kahi who heads forensic-cum-fraud investigations arm at Ernst and Young Eastern Africa.

The survey interviewed over 2,700 executives.

RESEARCH

What hurts trade in Kenya

■ Cybercrime. It contributes 62 per cent of risk to Kenya's business.

■ Offering entertainment to sustain business ties.

■ Giving gifts to potential business partners and cash payments in order to win deals.



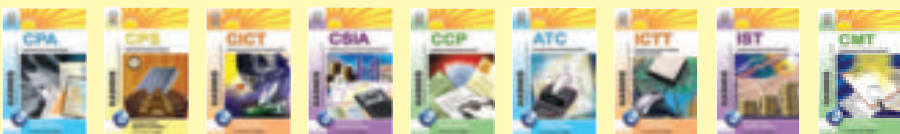
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KCA University and the graduands during the sixth graduation ceremony and 25th Anniversary celebrations.

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SHOPPING | Nakumatt opens 52nd store in Kenya



Customers throng Nakumatt Bamburi, in Mombasa, when the new outlet was officially opened yesterday. The branch is the retail chain's sixth at the coast and 52nd branch in the country.

KEVIN ODIT | NATION

CfC gets nod to borrow Sh4bn

BY NATION
CORRESPONDENT

CfC Stanbic Bank has received approval to borrow Sh4 billion through a bond paving the way for the lender to raise money to meet new rules on capital ratios.

"The bond will also qualify as Tier-II capital further

strengthening the bank's already sound total capital position," chief executive Greg Brackenridge said.

Tier II capital is a bank's supplementary capital.

Starting January, Central Bank requires all lenders to maintain total capital to risk weighted assets of at least 14.5 per cent as a cushion to

financial shocks. As at June, CfC's capital ratios stood at 18.7 per cent, 4.2 per cent above the new rules by Central Bank.

The bank opened the seven-year Sh4 billion note on Wednesday and is expected to close on December 9. Proceeds of the bond are expected to finance expansion.

BANKI
KUU YA
KENYA



CENTRAL
BANK OF
KENYA

A. RESULTS OF 91 DAYS TREASURY BILLS ISSUE NO. 2084 VALUE DATED 01/12/2014

This week the Central Bank of Kenya offered 91-day Treasury Bills for a total of **Kshs.3 Billion**. The total number of bids received was **154** amounting to **Kshs. 2.35 Billion**, representing a subscription of **78%**. Total bids accepted amounted to **Kshs. 1.13 Billion**. The market weighted average rate was **8.832 %**, and the weighted average of accepted bids which will be applied for non-competitive bids was **8.605%** up from **8.597%** in the previous auction. The other auction statistics are summarised in the table below.

Due Date	02/03/2015
Amount Offered (Kshs. M)	3,000.00
Bids Received (Kshs. M)	2,353.75
Performance Rate (%)	78.46
Number of Bids Received	154
Number of accepted Bids	151
Amount Accepted (Kshs. M)	1,131.09
Of which : Competitive bids	733.42
: Non-Competitive bids	397.67
Purpose / Application of Funds:	
Rollover / Redemptions	1,054.00
New Borrowing	77.09
Market Weighted Average Rate	8.832%
Weighted Average Rate of accepted bids	8.605%
Price per Kshs.100 at Weighted Average Rate for accepted bids	97.900

B. COMPARATIVE INTEREST RATES

	This Auction	Last Auction	Variance
Value Dates	01/12/2014	24/11/2014	
Weighted Average Rate of Accepted bids (%)	8.605	8.597	0.008 ↑

C. NEXT WEEK'S TREASURY BILLS AUCTIONS: ISSUE NOS. 2085/91, 2066/182 & 1988/364 DATED 08/12/2014

TENOR	91 DAYS	182 DAYS	364 DAYS	TOTAL
Offer amount (Kshs. M)	3,000.00	4,000.00	5,000.00	12,000.00
AUCTION DATES & BIDS CLOSURE	04/12/2014	03/12/2014	03/12/2014	
RESULTS ANNOUNCEMENT	05/12/2014	04/12/2014	04/12/2014	
Redemptions				4,815.99
New Borrowing				7,184.01

Bids must be submitted using the specified format and must reach the Central Bank (HQ, Branch or Currency Centre) by 2.00 p.m. on Wednesday, 3rd December, 2014 for 182-day and 364-day, and Thursday, 4th December, 2014 for 91-day Treasury Bills. Payments above Kshs.1 Million must be made by electronic transfer using RTGS. Payments below Kshs.1 Million may be made by Cash, Banker's Cheque or RTGS. These payments must reach the Central Bank not later than Monday, 8th December 2014, 2.00 p.m. for Cash and Cheques and 3.00 p.m. for RTGS electronic fund transfers. Please provide the following details with each payment: Name, Reference No., the New CDS Portfolio and the customer's Virtual account No.

D. NON-COMPETITIVE BIDS

Non-competitive bids are subject to a maximum of Kshs. 20 Million per investor and are issued at the weighted average of accepted bids.

GERALD A. NYAOMA
DIRECTOR, FINANCIAL MARKETS
27 November, 2014

Investment Services										
28.00	15.00	Nairobi Securities Exchange. Ord 4.00				20.75	20.75	89,600		
Manufacturing & Allied										
		-	A.Baumann & Co. Ord 5.00				11.10			
190.00	113.00	B.O.C Kenya Ord 5.00				138.00				
1050.00	521.00	British American Tobacco Kenya Ord 10.00				900.00	910.00	1,000		
67.50	19.60	Carbacid Investments Ord 5.00				22.00	22.00	12,500		
346.00	212.00	East African Breweries Ord 2.00				303.00	299.00	955,000		
5.35	2.40	Eveready EA Ord 1.00				3.70	3.75	112,600		
192.00	4.40	Kenya Orchards Ord 5.00				125.00				
4.20	1.35	Mumias Sugar Co. Ord 2.00				2.00	2.00	2,522,400		
56.50	15.00	Unga Group Ord 5.00				42.25	41.75	300		
Telecommunication & Technology										
13.85	7.45	Safaricom Ltd Ord. 0.05				13.90	13.80	7/51,200		
Growth & Enterprise Market Segment (GEMS)										
14.00	8.00	Flame Tree Group Holdings Ord. 0.825				8.70	8.75	14,100		
17.50	3.20	Kwame Afrika Ltd Ord. 1.00				4.10	4.05	576,300		
1,500	1,500	Hurwitu Ventures Ltd Ord. 100				1,500.00				
BANK RATES										
		Euro		\$	£	C\$	SF	IR	JY	ZR
ABC	buy	112.34	89.80	140.67	-	93.52	1.44	75.84	8.16	
	sell	112.68	90.00	141.08	-	93.83	1.45	76.08	8.22	
Barclays	buy	112.47	90.25	141.58	80.02	93.52	1.45	76.53	8.22	
	sell	112.90	90.45	142.07	80.34	93.92	1.46	76.83	8.25	
Co-op	buy	110.74	89.15	139.71	78.93	92.06	1.43	75.63	7.93	
	sell	111.01	89.35	140.08	79.13	92.30	1.44	75.82	8.21	
Equity	buy	112.85	90.00	141.25	79.51	93.95	1.45	76.12	8.15	
	sell	113.11	90.20	141.60	79.70	94.16	1.46	76.32	8.16	
NBK	buy	111.43	89.70	140.67	79.44	92.64	1.44	75.99	8.12	
	sell	112.66	90.70	142.21	80.37	93.70	1.46	76.84	8.22	
KCB	buy	112.30	90.10	141.80	79.95	93.40	1.45	76.40	8.10	
	sell	112.80	90.30	142.30	80.35	93.80	1.46	76.80	8.40	
CBA	buy	112.00	90.00	141.60	79.40	93.20	1.45	76.40	8.20	
	sell	112.40	90.20	142.00	79.80	93.50	1.45	76.70	8.25	
CFC Stanbic	buy	112.56	90.00	142.11	79.94	93.62	1.44	76.74	8.22	
	sell	112.83	90.20	142.42	80.11	93.83	1.46	76.91	8.32	
GulfAfrican	buy	112.00	90.00	141.92	79.51	93.14	1.46	77.79	8.02	
	sell	112.26	90.20	142.27	79.72	93.38	1.46	77.98	8.05	
FCB	buy	112.80	89.00	143.10	79.40	93.20	1.30	82.40	7.90	
	sell	113.20	89.20	143.50	79.70	93.50	1.60	82.70	8.50	
Prime	buy	111.85	89.80	141.30	80.10	93.10	1.46	76.10	8.25	
	sell	112.35	90.30	141.70	80.60	93.60	1.47	76.60	8.45	
CBK RATES										
		Mean				Buy		Sell		
1 US Dollar		90.1344				90.0511				90.2178
1 Sterling Pound		142.3408				142.1944				142.4872
1 Euro		112.6867				112.5628				112.8106
1 South African Rand		8.2074				8.1979				8.2170
1 Ksh/Ush		30.7985				30.7146				30.8825
1 Ksh/Tsh		19.3046				19.2312				19.3779
1 Ksh/Rwanda Franc		7.6442				7.5927				7.6956
1 Ksh/Burundi Franc		17.2767				17.9833				17.5700
1 UAE Dirham		24.5401				24.5170				24.5631
1 Canadian Dollar		80.0082				79.9166				80.0999
1 Swiss Franc		93.6547				93.5511				93.7583
100 Japanese Yen		76.7714				76.6906				76.8522
1 Swedish Kroner		12.1612				12.1443				12.1780
1 Norwegian Kroner		13.2114				13.1933				13.2294
1 Danish Kroner		15.1512				15.1346				15.1678
1 Indian Rupee		1.4571				1.4558				1.4584
1 Hong Kong Dollar		11.62.41				11.6134				11.6348
1 Singapore Dollar		69.4651				69.3875				69.5427
1 Saudi Riyal		24.0205				23.9970				24.0440
1 Chinese Yuan		14.6837				14.6689				14.6985
1 Australian Dollar		77.3759				77.2999				77.4530

UNIT TRUSTS			
Money Market Funds		Daily Yield	Effective Annual Rate
African Alliance Kenya Shilling Fund	Kenya Shilling	7.24%	7.49%
Old Mutual Money Market Fund	Kenya Shilling	7.26%	7.51%
British-American Money Market Fund	Kenya Shilling	10.81%	11.41%
Stanlib Money Market Fund	Kenya Shilling	9.03%	9.42%
CBA Market Fund	Kenya Shilling	7.03%	7.28%
CIC Money Market Fund	Kenya Shilling	10.71%	11.25%
Zimele Money Market Fund	Kenya Shilling	9.0%	9.31%
Amana Shilling Fund	Kenya Shilling	10.62%	11.16%
CEA Money Market Fund	Kenya Shilling	8.80%	9.20%
Madison Asset Money Market Fund	Kenya Shilling	10.58%	11.09%
GenCap Hela Fund	Kenya Shilling	12.05%	12.60%
UAP Money Market Fund	Kenya Shilling	10.64%	11.23%
Fixed Income Funds/Equity Funds/Balanced Funds		Buy	Sell
African Alliance Fixed Income Fund	Kenya Shilling	11.54	11.17
CIC Fixed Income Fund	Kenya Shilling	9.04	9.27
Standard Investment Income Fund	Kenya Shilling	94.91	95.85
UAP Enhanced Income Fund	Kenya Shilling	10.48	1.00
African Alliance Kenya Equity Fund	Kenya Shilling	208.00	195.33
CEA Equity Fund	Kenya Shilling	156.05	164.26
British-American Equity Fund	Kenya Shilling	211.66	218.39
CBA Equity Fund	Kenya Shilling	168.38	178.75
CIC Equity Fund	Kenya Shilling	14.39	15.15
Old Mutual Equity Fund	Kenya Shilling	405.27	434.23
Stanlib Equity Fund	Kenya Shilling	184.40	184.40
Madison Asset Equity Fund	Kenya Shilling	50.99	54.13
GenCap Hisa Fund	Kenya Shilling	136.08	131.32
African Alliance Managed Fund	Kenya Shilling	22.97	21.63
British-American Managed Retirement Fund	Kenya Shilling	135.47	136.62
CEA Growth Fund	Kenya Shilling	149.04	156.88
Amana Growth Fund	Kenya Shilling	115.84	115.84
British-American Balanced Fund	Kenya Shilling	196.07	201.80
CIC Balanced Fund	Kenya Shilling	13.54	14.18
Old Mutual Balanced Fund/Toboa	Kenya Shilling	162.52	173.06
Madison Asset Balanced Fund	Kenya Shilling	66.34	70.00
Amana Balanced Fund	Kenya Shilling	118.43	118.43
Zimele Balanced Fund	Kenya Shilling	5.92	6.10
Stanlib Balanced Fund	Kenya Shilling	131.52	131.52
GenCap Eneza Fund	Kenya Shilling	131.65	127.04
GenCap Iman Fund	Kenya Shilling	119.55	113.57
Stanlib Bond Fund B1	Kenya Shilling	100.87	100.87
Stanlib Bond Fund A	Kenya Shilling	100.40	100.40
Old Mutual East Africa Fund	Kenya Shilling	158.47	167.71
British American Bond Plus Fund	Kenya Shilling	142.70	145.62
GenCap Hazina Fund	Kenya Shilling	117.27	113.17
CEA Bond Fund	Kenya Shilling	98.68	99.68
Old Mutual Bond Fund	Kenya Shilling	101.55	103.96
UAP High Yield Bond Fund	Kenya Shilling	10.41	10.41
ARAB CURRENCY/\$			
Algerian Dinar			82.33
Baharani Dinar			0.3777
Djibouti Franc			177
Egyptian Pound			7.15
Jordanian Dinar			0.708
Kuwait Dinar			0.28775
Lebanese Pound			1512
Libyan Dinar			1.212
Moroccan Dirham			8.2107
Omani Riyal			0.38494
Qatar Riyal			3.6412
Saudi Riyal			3.7508
Syrian Pound			159.95
Tunisian Dinar			1.663
Yemeni Riyal			214.8
UAE Dirham			3.6728
Currencies are quoted against the US Dollar			

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Annual





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Date: Saturday, November 29, 2014
Time: 8:00 am -1:00 pm
Venue: Out-patient Cancer Care,
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Every month is a breast cancer awareness month at Aga Khan University Hospital.

For more information please contact
Tel: +254 20 366 2080
Email: cancer.care@aku.edu



The Aga Khan University Hospital



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OUR INTAKES ARE IN JANUARY, MAY AND SEPTEMBER, SCHOOL BASED

Message from the Chancellor

RT. REV. DAVID R. GATHANJU, MTH. Intercultural Studies

Many congratulations on your achievement! Graduation is a significant milestone in your education, and in achieving this goal, you have demonstrated the commitment, creativity, and talent you will need to succeed in your chosen career. The entire Presbyterian University community wishes you the very best on this important occasion.

No matter how many times I attend graduation ceremonies, I find them to be moving and exciting occasions. I am always uplifted by the joy on the faces of our graduates as they come together, proudly wearing their graduation regalia. Graduation provides the University with an opportunity to recognize your achievements publicly and to help you, in turn, acknowledge the support you have received from family, friends, and staff members who have guided you during a challenging and demanding period in your life.

Over the course of your program, you have developed friendships that will last a lifetime. You have also become a valued member of our vibrant PUEA community. I invite you to maintain your relationship with the university to which you have already dedicated so much time, hard work and energy. The Alumni Association is an invaluable resource for you as you embark on your career, forging connections around all disciplines. I urge you to take advantage of and contribute to this extraordinary community of alumni who began their professional lives at PUEA.

Graduation day is an opportunity for you to reflect both on the past and on the future. This event may well signal a very significant change of direction in your life. Whatever direction you choose to take, the knowledge and skills that you have developed here will stand you in good stead, not only in your professional life but also as a contributing member of society.



Message by the Guest of Honour, MR. NELSON KURIA, CEO, AND CIC INSURANCE

Congratulations on your graduation! Education is the most powerful weapon which you can use to change the world. Always follow your dreams and believe in yourself. Well done! Now you can steer yourself in any direction you choose. I wish you luck Celebrate your success on your graduation from Presbyterian University of East Africa. Congratulations on this wonderful achievement. The horizon leans forward, offering you space to place new steps of change. You have walked a long way toward this goal but you have successfully managed. Best wishes for you on your graduation from university! An investment in knowledge always pays the best interest.

The best of all things is to learn: money can be stolen, strength may fail, but what you've learned is yours forever. Believe in yourself, in your talent and skills, that have brought you to this special day, you've taken on the most incredible, amazing journey becoming a profession. Continue to climb and aspire excellence. With love and pride we send you sincere congratulations! Congratulations you are an official graduate! For every ending - there is a new beginning, for every memory - there is a dream ahead. I wish you the best of luck in your endeavors. Your serious efforts have paid off and you deserve every bit of it. Today begins a whole new chapter in your life. Good results are attained through a hard work. There are no shortcuts to any place worth going. We are so proud that your dedication has enabled you to accomplish great things. Congratulations on getting your graduation



Chairman's of Council

PROF. FRANCIS GICHAGA, MBS, EBS, B.SC (EAST AFRICA), PHD, M.SC, PHD (NAIROBI), D.SC (JKUAT), F.I.E.K, R.ENG, F.I.C.E, C.ENG.

I would like to offer my warmest congratulations to the graduands on the completion of your studies at the Presbyterian University of East Africa. I am confident that the skills and knowledge that you have gained will enhance your competencies and enable you to provide value added services to your current or future employers. All the long years of hard work, study, memories, fun, and friendships are crowned by this one accomplishment...Graduation! It is a day of happiness and fulfillment, meant to be shared with family, friends, and those you love. It is a time to take pride in how far you have come, and to build faith in how far you can go. We are happy for you for having made PUEA your University of choice. An investment in knowledge always pays the best interest. I am confident that you have found your university experience to be challenging and rewarding, and it has postured you well for your career, personal growth and development. Am sure that as you toiled hard you also had some fun, and you will recall your days at the University with nostalgia and fondness. As you venture into the world, arm yourself with the values of integrity in behaviour, servant leadership and community service, which are the hallmark of the PUEA community.

We urge you to continue being good ambassadors and come back for further studies, for indeed, graduation is not an end but a commencement of your life.



A message from our Deputy Vice-Chancellor

DR. ROBERT KANGETHE, PHD, M.ED, PGD

Welcome to Presbyterian University of East Africa. Together, our students, professors, staff, and our wider community are building one of the world's most extraordinary university experiences. The unique PUEA experience emphasizes, experiential learning, community involvement, and direct access to professors and research activity for students. As you get to know our campus and all it has to offer you will discover a strong, research-intensive institution with outstanding faculty and staff, truly remarkable students, and leading-edge facilities. I encourage you to get involved in campus life and contribute in your own unique ways. You will form close bonds with other students from around and you will be challenged to pursue and celebrate creativity and knowledge. Thank you for choosing to be part of our remarkable learning community this year. I wish you well.



Message by the Vice Chancellor

PROF. PETER B. KIBAS, PHD (ILLINOIS) FKIM, MICSB

Hongera Sana, We thank God this far He has brought you in your academic ladder. Congratulations on your achievement. As a PUEA graduate, you have demonstrated the commitment, creativity and talent you need to succeed in your chosen career.

Graduation is a significant step in your education and the entire PUEA community wishes you the very best on this important occasion.

Over the course of your program, you have developed lifelong friendships and networks. You have also become a valued member of our vibrant PUEA community. I invite you to continue your relationship with PUEA to which you have dedicated so much time, hard work and energy. Our Alumni Association is an invaluable resource for you as you embark on your career, with connections across all disciplines in Kenya. I urge you to take advantage of and contribute to this extraordinary community of alumni who all began their professional lives at PUEA.

Congratulations once again on successfully completing your program. Be proud of what you have worked to achieve and remember those who have supported you to reach this end. I wish you every success as you enter this next exciting stage of your life and career, and very much hope that you stay connected with PUEA in the years to come.



Message by the BOT Chairman

VERY REV. DR. JESSE M. KAMAU

Congratulations, Today is a perfect day to tell you that graduation is a process that goes on until the last day of your life. I wish you to be a first-rate version of yourself, instead of a second-rate version of somebody else. We're so proud of the countless hours of study and hard work that you've put to get to this day. Education is not filling a pail, but lighting a fire. Explore! Discover! Dream! You worked hard and you did it! May your hopes and dreams become reality. Yesterday you were a student, and now you are a graduate! Now it's time to put all your books into practice. Best of luck for a wonderful future. Excellence isn't a skill - it's an attitude. Keep up your good work and continue to strive. Finally as u graduate, some are dreamers, some - talented. You are both! I wish you the best on your future endeavours. Congratulations for achievement! May there be smile on your face today and always. Put your future in good hands - your own. You've accomplished so much! We are thrilled to share this important moment with you. Live as if you were to die tomorrow, learn as if you were to live forever!



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Congratulations

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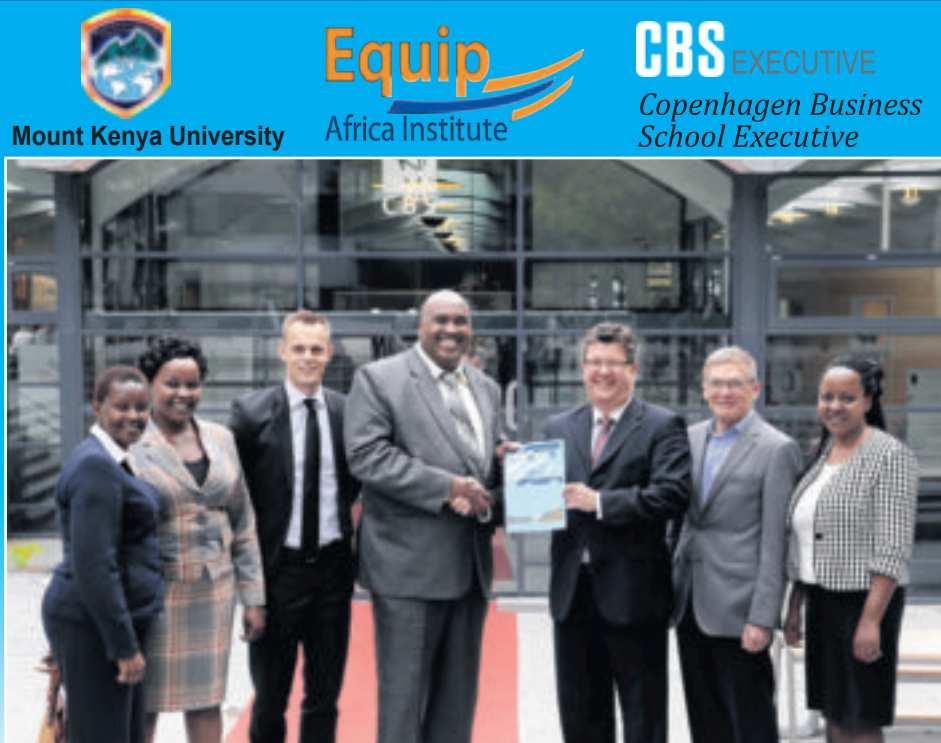
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CHRISTIANS DEMAND REAL ACTION FROM GOVERNMENT AND MUSLIM LEADERS

PRESS STATEMENT

1. Preamble

The Executive Committee of the National Council of Churches of Kenya (NCCK) has met here at *Jumua Conference and Country Home, Limuru*, for the last two days to transact formal business and discuss matters of national concern. We considered the word of God recorded in Psalms 7: 9 which reads:

"O righteous God, who searches minds and hearts, bring to an end the violence of the wicked and make the righteous secure".

We now wish to share the following message:

2. Condolences Following Mandera Bus Attack

This Executive Committee wishes to restate the condolence message we shared with the families and friends of all our brothers and sisters who were barbarically murdered near Mandera last Saturday. We are mourning with you, and we urge you to wait upon God who has promised to ultimately promised to dispense justice.

3. Litany of Attacks Against Christians

The NCCK notes that since the year 2005, Christians and churches in Kenya have been subjected to incessant verbal attacks by Muslim preachers in mosques and open air preachings across the country. We further note that Muslim leaders have never expressly condemned these attacks or taken time to explain whether these attacks were the official Muslim agenda in Kenya. Notably, these verbal attacks have had an objective of ensuring radicalization and emotional mobilization of Muslims against Christians.

It is thus disconcerting that this radicalization and emotional mobilization has continued before the very eyes of Muslim leaders, government organs and security agencies for more than a decade yet to date no one has been arrested or prosecuted for hate speech against the church.

In addition, this verbal abuse and mobilization has in the recent years been accompanied by terrorist attacks leading to the killing of Kenyans, Christian pastors, worshippers and destruction of churches and properties. This has gone on for far too long.

The recent killing of 28 Kenyans in Mandera merely because they were not Muslims portends a new phase of the strategy that Kenyans are worried may be repeated constantly in the future.

4. Message to Muslim Leaders

Over the years, NCCK has supported inter religious dialogue with sincerity and confidence that the Muslim leaders we interacted with were equally committed to peace and security. However, we have come to the conclusion that we have either been dealing with Muslim leaders who have no power or grip over their faithful, or they are conspirators who are dishonest and economical with truth regarding the radicalization and mobilization against Christians. This is especially so in the light of the strong words Muslim leaders use to defend mosques where radical literature and weapons have been found. How do weapons get into mosques without the leaders' knowledge?

It then becomes futile to remain engaged when the situation is going from bad to worse.

Christians do not now trust the prompt press statements by Muslim leaders dissociating themselves and the Islamic faith from the terror attacks every time one happens. The leaders have never presented any evidence that they have ever taken any action to pre-empt and prevent such attacks on Christians before they happen. If they have they should tell us the security officers they informed and if such chose to take no action.

We wish to remind all Muslims that they live everywhere in Kenya and in some locations there are only a handful of them. They just as the Christians and indeed all Kenyans will benefit from the peaceful coexistence based on mutual respect throughout the country. It is therefore in their interests to reverse the anger being built up in the church.

5. Message to the Government

The NCCK affirms that the President and his government have a constitutional and social contract to provide protection to the people of Kenya and their properties by all means.

We note however that the current security arrangement seems challenged in executing its role, especially at the Coast, North Eastern and other parts of the country. The NCCK believes that the acts of terror that have been perpetrated against the church and other Kenyans happened in the full knowledge of local security agencies who are either conspirators, complacent, incompetent or compromised. We therefore call upon the President to accurately establish the security gaps and their remedies in a speedy manner, especially in the light of the fact that there is a strong lack of coordination of security personnel and resources.

Further to this, NCCK believes that the Members of County Assemblies (MCAs), Members of National Assembly, Governors, and Senators who were elected by the citizens in the areas where attacks are persistent have the political networks capable of detecting and stopping the planning of such attacks by enlisting security agencies in their endeavours.

The threats by the government that where such leaders are culpable they will be arrested and charged have not been fulfilled. We wonder why the government fears ruffling such leaders.

6. Our Call to the Government

Since the government has a record of the mosques where radicalization and hate speech against Christians have been perpetrated, the perpetrators and Muslim leaders responsible for those mosques should be arrested and charged in court for conspiracy to commit crimes or failure to stop them.

Further, it appears that in the new constitutional dispensation the security delivery structures have been severely constrained. The President and his government should confront Kenyans with any changes that may be required to strengthen the security machinery and check the runaway terrorism. Christians are happy to go to a referendum to enact changes which will enable the unequivocal capacity of the government to protect its citizens and their properties if that is what it takes. The first place to start should be the enactment and operationalization of the Anti-Terrorism law that most Muslim leaders have persistently resisted. There is also a

need for a marshal plan on dealing with security.

The NCCK observes that unless the government acts decisively on matters security and Muslim leaders find a mechanism for disowning and exposing for arrest perpetrators of attacks, the patience of Christians who have for long restrained themselves despite these attacks due to a desire to operate within the rule of law may be stretched beyond breaking point. Retaliatory attacks may become a real possibility.

In the meantime, we urge the government to cease the unjust exercising of religious freedom especially at the coast. We note that Christians are not allowed to hold overnight prayers or gospel crusades yet the Muslims are allowed to do so. This discrimination must stop.

7. Message on the Extractive Industry in Kenya

As Kenyans celebrate the discovery of minerals in various areas, we are concerned that discussions regarding the exploration and exploitation of the same have neither been comprehensive nor inclusive. It is therefore critical that the communities living in these areas are brought in and engaged. A case in point is Mui Basin in Kitui County where Coal is being extracted. The framework of engagement has left the community exposed to well-connected people who are out to exploit the people by buying out their land. Further, no clear benefits or compensation frameworks that takes into consideration contextual dynamics have been put in place, thereby negating social development.

The fact that this is a new area of engagement means that there is a general weak and inadequate legislation and policy framework, which leaves the country and its people vulnerable to exploitation and economic injustices. The existing laws seem to protect and enrich the investors to the disadvantage of the government and the community.

We therefore urge the President not to assent to the current Mining Bill and instead send it back to Parliament requiring that there be more public engagement on the same. Further, we call upon the government to make public all the mining and exploration agreements that have been signed with different investors.

On its part, the NCCK has established a task force of the Executive Committee to study this matter in depth and operationalize a grassroots engagement by church leaders and other stakeholders in negotiations, civic empowerment and monitoring of the developments in this sector amongst other aspects.

8. Conclusion

The year is coming to an end. We know the country has gone through a lot but we thank God for remaining faithful despite the challenges. As we prepare for the upcoming festivities, we urge Kenyans to remain focused on their daily endeavours and always trust in God for his guidance. Remember that our prosperities depend on our association with God. Let us all remember the less fortunate in society as we celebrate.

We pray that all Kenyans will have a blessed Christmas and God-filled 2015. Signed on this 26th day of November 2014 at *Jumua Conference and Country Home, Limuru*.

Rev Canon Rosemary Mbogoh
CHAIRPERSON

Rev Canon Peter Karanja
GENERAL SECRETARY



**WILLIAMSON TEA KENYA LIMITED
&
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APPOINTMENT OF DIRECTOR

The Boards of Williamson Tea Kenya Limited and Kapchorua Tea Company Limited are very pleased to announce the appointment of **MR. EDWARD CHARLES MAGOR** as a non-executive director with immediate effect.

Edward holds a first class degree in Organic Agriculture BSc Hons, from the Royal Agricultural College Cirencester, and has a wealth of experience in farming and farm management, focusing on renewable energy and sustainability. With his experience, Edward will assist in developing new markets and value addition for the Company products.

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NOTICE TO THE PUBLIC TO SUBMIT COMMENTS ON AN ENVIRONMENTAL IMPACT ASSESSMENT STUDY REPORT FOR THE PROPOSED NORTHERN COLLECTOR TUNNEL PHASE 1 IN KANGEMA AND KIGUMO SUB-COUNTIES OF MURANG'A COUNTY.

Pursuant to Regulation 21 of the Environmental Management and Coordination (Impact Assessment and Audit) Regulations, 2003, the National Environment Management Authority (NEMA) has received an Environmental Impact Assessment Study Report for the above proposed project.

The Proponent (Athi Water Services Board) is proposing to set up a Bulk Water Supply to Nairobi City - Northern Collector Tunnel, a Raw Water Pipeline, and Treated Water Pipeline to Kabete Reservoir Phase 1 in Kangema and Kigumo Sub-Counties of Murang'a County.

- The Northern Collector Phase 1 (the Project) includes the following components:
- Transfer of water from Maragua River, Irati River and Gikie River to Thika dam (Ndakaini dam);
 - Construction of raw water gravity main from Thika dam to the proposed Water Treatment Plant 6km downstream of Thika dam;
 - Construction of Water Treatment Plant 6km downstream of the dam; and
 - Construction of 44km Treated Water gravity main up to Kabete reservoirs (capacity 1.60m³/s) via Ngethu and Gigiri Water Treatment Plants to meet the city's year 2017 water demand.

Below is a summary of the anticipated impacts and the proposed mitigation measures:

Possible Impacts	Mitigation Measures
Impacts during construction phase	
Loss of land and resettlement; and economic displacement	• Implement RAP before commencement of the construction works.
Increased risks of landslides and other Geological/ seismic hazards	• Implement Geotechnical monitoring through Excavation Performance Review (EPR) system to continuously monitor the Geotechnical stability during the construction phase using appropriate instrumentation; • Formulate an emergency communication plan for alerting the local community where the need arises.
Soil erosion and sediment generation	• The contractor must implement planned erosion control measures to avoid erosion in areas that are prone to erosion, e.g. steep slopes and drainage lines; • Ensure downstream water users are informed about any unprecedented release of heavily silted water into the river; • Sediment traps and barriers must be employed due to steep terrain.
Soil pollution	• No vehicle/plant maintenance shall take place on undesignated site. In case of emergency, a drip tray shall be used to avoid diesel and / or oil spills; • Concrete mixing shall not be done on bare soil. Concrete must be mixed on mortarboards, a large metal sheet or concrete slab; • Excavated material shall be stockpiled at a demarcated site, within the construction zone.
Soil compaction	• Vehicles must be kept on existing/designated roads/tracks where possible; • Rip compacted areas to reduce runoff and re-vegetate where required.
Surface and ground water pollution	• Implement Standard Operating Procedures (SOPs) for working in water, including checks on equipment condition and refuelling protocols; • Ensure that all construction equipment and vehicles are serviced off site at licensed garages; • Any contaminated soil should be handled properly as hazardous waste and removed from site for safe disposal.
Overstretching local utilities; and incidences of insecurity	• Careful planning of construction camp; • Any contractor's camp should have a comprehensive waste management and sanitation plan; • Any storage tanks and equipment should have correct labels and Material Safety Data Sheets; • Adequate Emergency Response Plan should be in place in the camps.
Oil spills	• Vehicle maintenance should be done on purpose-built impervious concrete platforms with oil and grease traps; • Monitor effluent discharge from the oil skimming tanks. Effluent discharge shall not exceed 25 mg/litre or the limit specified by the NEMA.
Shifting of labour from tea picking to construction and Increased school drop-outs	• The contractor should be encouraged to offer wages within the prevailing rates; • Contractor must abide by labour laws and avoid any employment of children.
Interference with migratory fishes	• Minimize activities to areas of construction and initiate habitat restoration immediately after construction works are through; • Ensure sufficient compensation flow.
Riverine microhabitat alterations; Loss of otter dens; and Loss of breeding and nursery grounds for fishes and invertebrates	• Ensure adequate waste management plan is in place and in use from the onset of construction; • Systematic search, capture and safe release of otters inhabiting the right of way (for the weir structures) and fish pass).
Loss of vegetation cover and Illegal logging of trees of conservation significance	• Compensate for affected tea bushes and tree/woodlots before construction works begin and allow for salvage of affected timber; • Where encountered, plants of conservation importance should be avoided as feasible; • Ensure compliance with Wildlife (Conservation and Management) Act, 2013 and sensitize employees on the same.
Pressure on and disruption of utility services	• Liaise with relevant utility service providers and roads authorities to minimize any service disruptions; • Ensure advance notice to all stakeholders including water

	service providers and KTDA of any planned disruptions
Modification of landscape	• Encourage reuse of spoil materials e.g. in roads construction and maintenance to reduce land area used for spoil storage; • Incorporate landscaping at adits and portals to camouflage the introduced concrete surfaces.
Growth of unplanned settlements	• As much as feasible, the unskilled labour should be obtained from amongst the locals; • Liaise with Murang'a county government to control developments in the area and ensure provision of adequate services
Destruction of unidentified physical cultural resources	• Formulate a chance-find procedure for implementation whenever any archaeological sites are encountered
Impacts during operation phase	
Reduced downstream flow (affecting both domestic and ecological needs)	• Ensure strict adherence to the proposed abstraction weirs operation principles; • Construct fish passes as planned and ensure they are regularly maintained; • Undertake wet season survey and subsequent annual aquatic fauna surveys to monitor trends and inform any further management interventions; • Conduct routine In-stream Flow Release compliance audit/ monitoring once operation commences for management interventions.
Reduced water temperatures downstream	• Encourage local communities to plant indigenous trees on the riparian lands to ensure water temperatures are not increased.
Deterioration of downstream water quality	• Conduct regular water sampling and laboratory analysis to monitor the water quality variations
Increased inflow into Githika river and Thika reservoir	• For possible increased inundation of the riverine areas, stream channel expansion from the outfall may help to counter the increased flow. Installation of a gauging station after outfall, will help monitor the water levels changes, so as appropriate measures can be taken; and • Ensure that the new off take is continuously operational at optimal levels to evacuate the increased volumes.
Changes in riverine and riparian floral compositions	• Observe the minimum ecological flow after intake for R. Maragua, R. Irati and R. Gikigie; • Undertake continuous ecological monitoring of hydrophytes and high water specific species to track and mitigate any emerging impacts of the project on the plants.
Changes in riverine and riparian floral compositions	• The riparian extent of the project affected rivers should be defined by WRMA and be enforced to prevent people farming up to the river banks to reduce siltation
Safety risks during tunnel maintenance operations	• AWSB should establish and implement NCTI tunnel specific comprehensive O&M Safety and Health Management Plan.
Concerns of dam safety	• Review and update the existing safety and Emergency Plan for Thika darn.
Loss of water	• Monitor volumes at intakes and outfall to allow loss detection; and • Ensure regular inspection and maintenance of the tunnel.
Impeded migration of fish	• Test and evaluate efficacy of fish passes within the first two years of commissioning
Spoil generation	• Maximise the re-use of excavated materials in the works as far as feasible; • Properly dispose of the spoil in the approved spoil sites identified by the design team.
Waste handling challenges	• The contractor should enforce the appropriate management methods based on the three Rs (Reduce, Reuse, and Recycle); • Final disposal of the site waste should be done at a location that shall be approved by Resident Engineer in accordance with the Waste Management Plan after consultation with the relevant stakeholders, including the County Administration and local community.
Liquid waste pollution	• All grey water runoff or uncontrolled discharges from the site/working areas to water courses should be contained and properly channelled; • Water containing such pollutants as cements, concrete,

	lime, chemicals and fuels shall be discharged into a conservancy tank for removal from site.
Dust nuisance and toxic emission with respiratory Health Problems	• Vehicles delivering soil materials should be covered to reduce dust emissions; • Consider watering of the access roads during dry season to suppress dust; • Provide dust masks to all personnel on dust-prone work sites; • All construction machinery should be maintained and serviced in accordance with the equipment specifications and manufacturer's standards
Noise nuisance and related health problems	• Noise levels shall be kept - within acceptable limits preferably as stipulated within the Environmental Management and Coordination (Noise and Excessive Vibration Pollution) Control Regulations, 2009; • Monitor noise and vibration in sensitive locations above the tunnel and along the haulage routes to ensure the NEMA requirements are met; • Equipment should be maintained regularly to reduce noise resulting from friction; • Workers exposed to high-level noise must wear personal protective equipment (PPE).
Generation of Ozone depleting gases	• Ensure use of approved fuels from licensed suppliers only; • Ensure that any cooling units installed at the camps only use ozone friendly coolants in compliance with NEMA guidelines
Social delinquency and spread of STIs including HIV/AIDS	• Ensure the contractor liaises with local public health officials and NGO's within the project area in educating the community; • Locate construction camps away from concentration of schools; and, • The contractor should ensure that project workers are sensitized on the local culture
Traffic inconveniences and damage to local roads	• Ensure the local roads and bridges to be used by the project are improved before construction works start; • Ensure that all regulations relating to traffic management are observed and notify the local traffic officials and KTDA of the construction activities; and • Install appropriate traffic warning signage and enforce speed limits for construction vehicles on the project affected roads
Safety and health risks to workers and the general public	• The contractor should ensure compliance with all standards and legally required health and safety procedures in line with OSHA, 2007 and associated rules and regulations; • Implement the specified H&S programme throughout the construction period.

The full report of the proposed project is available for inspection during working hours at:

1. **Principal Secretary, Ministry of Environment, Water and Natural Resources, NHIF Building, Community Area, P.O. BOX 30126-00100, NAIROBI**
2. **Director General, NEMA Popo Road, off Mombasa Road, P.O. BOX 67839-00200, NAIROBI**
3. **County Director of Environment MURANG'A COUNTY**

A copy of the EIA report can be downloaded at www.nema.go.ke

NEMA invites members of the public to submit oral or written comments **within thirty (30) days** from the date of publication of this notice to the Director General, NEMA, to assist the Authority in the decision-making process for this project. Kindly quote ref. no. **NEMA/EIA/5/2/1188** in all your correspondence. Comments can also be e-mailed to dgnema@nema.go.ke

ZEPHANI O. OUMA
DIRECTOR GENERAL

This advertisement is sponsored by the proponent.



EXPORT PROCESSING ZONES AUTHORITY

TENDER NOTICE -EXTENSION OF CLOSING DATE

FOR ATHI – RIVER TEXTILE CLUSTER AND KINANIE LEATHER CLUSTER INFRASTRUCTRE DEVELOPMENT PROJECTS

Export Processing Zones Authority (EPZA) is a statutory body established in 1990 through an Act of Parliament (The EPZA Act Cap 517, Laws of Kenya) with the main objective of promoting and facilitating export oriented investments and to develop an enabling environment for such investments. It is responsible for facilitating the implementation of new investment projects, providing after care services for new and existing investments.

The Athi River Export Processing Zone is Kenya's largest and leading industrial park, designed to offer your export-oriented project an ideal location. The Zone offers the best of both worlds: world class infrastructure and services; generous tax incentives and a supportive, business friendly operating system; all within a spacious, green, well maintained park environment.

EPZA invites applications from interested and competent suppliers possessing the requisite skills, resources and experience for the supply of the under listed works and services as per specifications detailed in the Tender Document.

No.	Tender No.	Tender Description	Cost of tender Document (Ksh) Non-Refundable	Pre site visit Date	Closing Date	Applicants
1.	EPZA Tender No. 2/2014 - 2015	Tender for proposed Construction of Road Infrastructure	Kshs. 1,000.00	4 th December 2014 at 10.00am	11 th December 2014 at 11.00am local Time	Open to the General Public
2.	EPZA Tender No. 3/2014 - 2015	Tender for proposed construction of Water Infrastructure	Kshs. 1,000.00	4 th December 2014 at 12.00 Noon	11 th December 2014 at 11.00am local Time	Open to the General Public
3.	EPZA Tender No. 4/2014 - 2015	Tender for proposed Construction of Industrial Shed Infrastructure	Kshs. 1,000.00	4 th December 2014 at 2.00pm	11 th December 2014 at 11.00am local Time	Open to the General Public

Interested, eligible and competent firms may obtain further information and inspect the tender documents detailing the requirements from **EPZA Procurement Offices on 01st Floor, Administration Building, Viwanda Road, off Nairobi – Namanga Highway**, during normal working hours and upon payment of a non-refundable fee of **Kshs.1,000.00 per set of documents for each category** in cash or bankers cheque payable to the cashier on second floor, at the Export Processing Zones Authority Offices, Administration Building, located on Viwanda Road, off Nairobi – Namanga Highway –Kitengela.

The applicant or his/her agent may inspect the Tender document **BEFORE** purchase and collect the tender document at the Procurement Office, 1st Floor of the same building upon production of a payment receipt.

Completed Tender Documents in plain sealed outer envelope enclosing separately sealed envelopes (in **"Original"** and **"two copies"** properly bound) **ALL** clearly marked **EPZA TENDER NO:/2014 – 2015 – AND TENDER NAME** as per instructions in the tender documents and be addressed to:-

**THE CHIEF EXECUTIVE OFFICER
EXPORT PROCESSING ZONES AUTHORITY
P O BOX 50563-00200
NAIROBI**

Should be deposited in the **Tender Box on Ground Floor, Administration Building, Viwanda Road, off Nairobi – Namanga Highway** on or before **11th December, 2014 at 11.00 a.m. local time**. Tender documents will be opened immediately thereafter in the **Conference Room on Ground floor**, of the same building in the presence of bidder representatives who choose to attend.

Mandatory site visits will take place on the **respective date and time for each tender**. Tenderers or their representatives are advised to assemble **on Ground Floor, Administration Building, Viwanda Road, Off Nairobi – Namanga Highway by 10.00a.m** so as to be taken around the site by EPZA representatives. Tenderers are expected to make their own travel arrangements to and from the site. Tenderers are also expected to sign the pre – site visit register.

NB: (for bidders who had not participated in the earlier site visit.) Bidders are advised to check EPZA website for any Addendum.

Prices quoted should be inclusive of all taxes and must be in Kenya Shillings, and shall remain valid for 120 days from the closing date of the tender.

EPZA reserves the right to accept or reject any application either in whole or in part without giving reasons for either rejection or acceptance.



... Promoting, facilitating & creating environment for investment...



First Community Bank
driven by ethics

UNAUDITED FINANCIAL STATEMENTS AND OTHER DISCLOSURES AS AT 30TH SEPTEMBER 2014

I. STATEMENT OF FINANCIAL POSITION

	30-Sep-13 Unaudited	31-Dec-13 Audited	31-Mar-14 Unaudited	30-Jun-14 Unaudited	30-Sep-14 Unaudited
A ASSETS	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'
1 Cash balances (both local & foreign)	842,118	705,724	1,004,153	720,042	718,785
2 Balances due from Central Bank of Kenya	494,629	620,675	941,447	1,112,853	710,852
3 Kenya Government and other securities held for dealing purposes	-	-	-	-	-
4 Financial Assets at Fair value through Profit and loss	-	-	-	-	-
5 Investment Securities	-	-	-	-	-
a) Held to Maturity;	-	-	-	-	-
i. Kenya Government securities	-	-	-	-	-
i. Other securities	-	-	-	-	-
a) Available for sale;	-	-	-	-	-
i. Kenya Government securities	-	-	-	-	-
i. Other securities	-	-	-	-	-
6 Deposits and balances due from local banking institutions	1,118,438	637,581	1,038,563	538,597	335,851
7 Deposits and balances due from banking institutions abroad	526,706	1,230,056	988,969	466,375	747,686
8 Tax recoverable	-	-	-	-	33,908
9 Financing Activities (net)	6,724,414	7,211,504	7,460,360	8,658,287	9,293,080
10 Balances due from Banking institution in the group	-	-	-	-	-
11 Investments in associates	-	-	-	-	-
12 Investments in subsidiary companies	70,000	70,000	94,400	94,400	94,400
13 Investment in joint ventures	-	-	-	-	-
14 Investment properties	-	-	-	-	-
15 Property and equipment	171,216	198,366	179,372	198,122	228,653
16 Prepaid operating rental leases	24,543	24,543	25,488	25,488	23,102
17 Intangible assets	2,122	15,534	26,886	29,684	27,314
18 Deferred tax asset	98,267	124,342	124,342	124,342	124,342
19 Retirement benefit asset	-	-	-	-	-
20 Other assets	361,785	467,074	619,976	728,479	640,434
21 TOTAL ASSETS	10,434,238	11,305,399	12,503,956	12,696,667	12,978,408
B LIABILITIES	-	-	-	-	-
22 Balances due to Central Bank of Kenya	-	-	-	-	-
23 Customer deposits	9,132,451	9,932,242	10,873,660	11,385,156	11,606,966
24 Deposits and balances due to local banking institutions	-	-	215,000	-	-
25 Deposits and balances due to foreign banking institutions	-	-	-	-	-
26 Other money market deposits	-	-	-	-	-
27 Borrowed funds	-	-	-	-	-
28 Balances due to Banking institution in the group	-	-	-	-	-
29 Tax payable	48,617	98,120	107,184	25,833	-
30 Dividends payable	-	-	-	-	-
31 Deferred tax liability	-	-	-	-	-
32 Retirement benefit liability	-	-	-	-	-
33 Other liabilities	76,520	64,941	82,424	39,764	69,474
34 TOTAL LIABILITIES	9,257,588	10,095,303	11,278,268	11,450,753	11,676,440
C SHAREHOLDERS' EQUITY	-	-	-	-	-
35 Paid up/Assigned capital	300,000	300,000	300,000	300,000	300,000
36 Share premium	900,000	900,000	900,000	900,000	900,000
37 Revaluation reserves	-	-	-	-	-
38 Retained earnings/ Accumulated losses	(23,350)	10,095	25,689	45,914	101,967
39 Statutory financing loss reserve	-	-	-	-	-
40 Other Reserves	-	-	-	-	-
41 Proposed dividends	-	-	-	-	-
42 Capital grants	-	-	-	-	-
43 TOTAL SHAREHOLDERS' FUNDS	1,176,650	1,210,095	1,225,689	1,245,914	1,301,967
44 TOTAL LIABILITIES AND SHAREHOLDERS' FUNDS	10,434,238	11,305,398	12,503,956	12,696,667	12,978,408

2. STATEMENT OF COMPREHENSIVE INCOME

	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'
1 OPERATING INCOME	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'
1.1 Financing Activities (Deals)	674,382	908,767	210,623	438,993	723,066
1.2 Government securities	-	-	-	-	-
1.3 Deposits and placements with banking institutions	73,818	93,746	17,258	36,225	46,242
1.4 Other related income	-	-	-	-	-
1.5 Total Operating Income	748,200	1,002,513	227,881	475,218	769,308
2 EXPENSES ON DEPOSITS	-	-	-	-	-
2.1 Customer deposits	112,738	152,114	39,052	78,382	108,353
2.2 Deposits and placements from banking institutions	-	-	-	-	-
2.3 Other related expenses	-	-	-	-	-
2.4 Total Expenses on Deposits	112,738	152,114	39,052	78,382	108,353
3 NET OPERATING INCOME	635,462	850,398	188,829	396,836	660,955
4 NON- OPERATING INCOME	-	-	-	-	-
4.1 Fees and commissions on financing activities	22,571	29,335	5,501	21,947	31,475
4.2 Other fees and Commissions income	118,653	164,394	49,057	94,134	162,583
4.3 Foreign exchange income	30,407	38,093	25,268	49,989	88,034
4.4 Dividend Income	-	-	-	-	-
4.5 Other income	22,653	29,699	5,525	19,930	25,214
4.6 Total Non Operating Income	194,284	261,522	85,352	186,001	307,307
5 TOTAL INCOME	829,746	1,111,920	274,180	582,837	968,261
6 OPERATING EXPENSES	-	-	-	-	-
6.1 Financing loss provision	16,630	42,137	19,185	31,860	47,451
6.2 Staff costs	248,012	339,353	105,193	235,466	376,540
6.3 Directors' emoluments	11,310	14,910	2,987	5,387	5,387
6.4 Rental charges	31,440	40,831	11,240	22,859	34,470
6.5 Depreciation on property and equipment	74,477	76,026	19,702	38,120	56,567
6.6 Amortization charges	25,693	13,560	1,002	4,453	6,754
6.7 Other operating expenses	281,174	384,632	92,579	193,507	309,830
6.8 Total Other Operating Expenses	688,736	911,448	251,887	531,651	836,999
7 Profit/(loss) before tax and exceptional items	141,010	200,472	22,293	51,186	131,263
8 Exceptional items	-	-	-	-	-
9 Profit/(loss) before tax	141,010	200,472	22,293	51,186	131,263
10 Current tax	42,303	(68,270)	(6,688)	(15,356)	(39,379)
11 Deferred tax asset	-	-	-	-	-
12 Profit / (loss) after tax & exceptional items	98,707	132,202	15,605	35,830	91,884
13 Other Comprehensive Income	-	-	-	-	-
13.1 Gains/Losses from Translating the F/S of Foreign Operations	-	-	-	-	-
13.2 Fair Value changes in Available for sale Financial assets	-	-	-	-	-
13.3 Revaluation surplus on property, plant & equipment	-	-	-	-	-
13.4 Share of other comprehensive income of associates	-	-	-	-	-
13.5 Income tax relating to components of other comprehensive income	-	-	-	-	-
14 Other comprehensive Income for the year net of tax	-	-	-	-	-
15 Total Comprehensive Income for the year	98,707	132,202	15,605	35,830	91,884

3. OTHER DISCLOSURES

	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'
1 NON PERFORMING FACILITIES	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'	Ksh'000'
a) Gross Non-Performing Facilities	461,899	542,620	1,281,762	897,984	1,554,295
b) Less suspended Income	46,537	38,642	47,407	4,460	9,841
c) Total Non Performing Facilities (a-b)	415,362	503,978	1,234,355	893,524	1,544,454
d) Less financing loss provisions	78,262	80,771	92,881	14,497	120,158
e) Net NPFs (c-d)	337,100	423,207	1,141,474	779,027	1,424,296
f) Discounted value of securities	337,100	423,207	1,141,474	779,027	1,424,296
2 INSIDER FACILITY	-	-	-	-	-
a) Directors, shareholders and associates	219,663	229,518	147,432	150,833	246,816
b) Employees	193,329	197,367	240,166	232,892	355,435
c) Total Insider Facility	412,992	426,885	387,598	383,725	602,251
3 OFF BALANCE SHEET ITEMS	-	-	-	-	-
a) Letter of Credit, guarantees, acceptances	836,886	1,130,775	1,366,771	1,522,881	2,298,203
b) Forward, swaps & Options	-	-	-	-	-
c) Other contingent Liabilities	-	-	-	-	-
d) Total Contingent Liabilities	836,886	1,130,775	1,366,771	1,522,881	2,298,203
4 CAPITAL STRENGTH	-	-	-	-	-
a) Core Capital	1,057,272	1,140,095	1,131,289	1,133,598	1,161,625
b) Minimum statutory capital	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
c) Excess/ deficiency (a-b)	57,272	140,095	131,289	133,598	161,625
d) Supplementary capital	-	-	-	-	-
e) Total Capital (a+d)	1,057,272	1,140,095	1,131,289	1,133,598	1,161,625
f) Total Risk Weighted Assets	7,006,506	7,702,126	11,252,120	12,457,516	13,849,749
g) Core Capital/ Total Deposit Liabilities	11.6%	11.5%	10.4%	10.0%	10.0%
h) Minimum Statutory ratio	8.0%	8.0%	8.0%	8.0%	8.0%
i) Excess/deficiency (g-h)	3.6%	3.5%	2.4%	2.0%	2.0%
j) Core Capital/ Total Risk Weighted Assets	15.1%	14.8%	10.1%	9.1%	8.4%
k) Minimum statutory ratio	8.0%	8.0%	8.0%	8.0%	8.0%
l) Excess/deficiency (j-k)	7.1%	6.8%	2.1%	1.1%	0.4%
m) Total Capital/ Total Risk Weighted assets	15.1%	14.8%	10.1%	9.1%	8.4%
n) Minimum statutory ratio	12.0%	12.0%	12.0%	12.0%	12.0%
o) Excess/deficiency (m-n)	3.1%	2.8%	-1.9%	-2.9%	-3.6%
5 LIQUIDITY	-	-	-	-	-
a) Liquidity ratio	28.5%	28.7%	33.8%	24.5%	21.6%
b) Minimum statutory ratio	20.0%	20.0%	20.0%	20.0%	20.0%
c) Excess/deficiency (a-b)	8.5%	8.7%	13.8%	4.5%	1.6%

MESSAGE FROM DIRECTORS

These Financial Statements are extracts from the Books of the Bank. The complete set of Quarterly Financial Statements, Statutory and Qualitative Disclosures can be accessed on the Bank's website www.firstcommunitybank.co.ke They may also be accessed at the Bank's Head office located at Prudential Assurance Building 1st floor, Wabera Street.

Hassan Varvani : Chairman
Mohammed Mbaye : Director
Omar Sheikh : General Manager



ADAPTATION FUND

PRESS RELEASE**NEMA SECURES ONE BILLION SHILLINGS FOR KENYA FROM THE GLOBAL ADAPTATION FUND.**

The National Environment Management Authority (NEMA) has secured 10 Million USD, which is approximately KSh 1 Billion from the Global Adaptation Fund, for Climate Change Adaptation projects in Kenya.

NEMA is the principal government agency that co-ordinates and supervises all matters relating to environment in Kenya as well implementing environmental policies on behalf of the government.

The Adaptation Fund is a finance mechanism provided for under Kyoto protocol of the United Nations Framework Convention on Climate Change (UNFCCC) of which Kenya is a signatory. NEMA as Kenya's National Implementing Entity (NIE) obtained approval to access this Fund during the 24th sitting of the Adaptation Fund Board (AFB), held in October 2014 in Bonn, Germany.

The Adaptation Fund Board will channel this money directly to Kenya through NEMA, the implementing entity for the country. As a result, Kenya is now among the first nine countries globally to benefit from the Adaptation Fund through Direct Access.

This Fund will support a national programme, comprising of several Climate Change adaptation projects to be implemented in 14 counties. The targeted thematic areas are on improving food production, construction and management of water harvesting structures, construction of flood control structures, reducing coastal erosion and enhancing mangrove biodiversity.

NEMA applied for these funds - on behalf of Kenya - after a comprehensive process of programme design and development. The funded projects were identified through a public media 'Call for Proposals' followed by a thorough criteria based evaluation and selection.

This programme is designed to respond to effects of Climate Change and will cover the following sectors; water management, food security, agro forestry, coastal and mangrove ecosystems and disaster risk reduction.

The programme proposes to develop and implement integrated adaptive mechanisms to increase community livelihood resilience to climate change in a number of ways. These includes:

- I. Adoption of drought tolerant crops, and promotion of value chain approaches
- II. Development of water harvesting assets / structures
- III. Promotion of forestry and agro forestry ecosystem-based strategies to enhance food security and resilience to climate change as well as water and soil conservation.
- IV. Promotion of pastoral ecosystem-based adaptations that will increase resilience through use of pasture conservation and emergency fodder bank, storage and supply of water to improve social life of the people in the concerned areas.
- V. Rehabilitation of mangrove ecosystem in the coastal area
- VI. Disaster risk reduction and preparedness through early warning systems and flood control structures
- VII. Establishment of a knowledge management system for this programme, development of institution capacity, and raising awareness on Climate Change Adaptation.

The approval in Bonn set in motion a process of development of contractual agreement between NEMA and Adaptation Fund Board to enable the money to be transferred to Kenya. AFB will deposit this money to NEMA which will in turn disburse it to the Project Implementers. Oversight on implementation of this programme will be by an Inter-ministerial committee spearheaded by the Ministry of Environment, Water and Natural Resources.

In July this year, NEMA hosted the first ever all Africa NIEs meeting, which brought together accredited implementing entities of the UNFCCC Adaptation Fund on the continent, as well as African institutions that wish to gain accreditation from the Adaptation Fund Board. The workshop discussed common obstacles that Entities face in accessing global climate funds, both during the accreditation process and implementation of projects. Also in this meeting, the opportunities, strategies and insights for effective utilization of funds disbursed from the Adaptation Fund was discussed. The discussions and outcomes of this meeting have been used to provide important inputs into the participating countries development of position papers towards UNFCCC's engagements.

NEMA has placed itself strategically to become an effective force of positive influence into climate change governance at National, Regional as well as at the Global level.

Our environment, Our life, Our responsibility.

CONSOLIDATED BANK OF KENYA LIMITED
QUARTERLY FINANCIAL STATEMENTS AND OTHER DISCLOSURES
FOR THE PERIOD ENDING 30 SEPTEMBER, 2014

I	STATEMENT OF FINANCIAL POSITION	30/09/2013 (Un-Audited) Shs'000	31/12/2013 (Audited) Shs'000	31/03/2014 (Un-Audited) Shs'000	30/06/2014 (Un-Audited) Shs'000	30/09/2014 (Un-Audited) Shs'000
A. ASSETS						
1	Cash (both local and foreign)	324,960	379,851	362,191	373,041	336,669
2	Balances due from Central Bank of Kenya	791,928	554,217	537,021	747,442	1,241,693
3	Kenya Government and other securities held for dealing purposes securities	-	-	-	-	-
4	Financial Assets at fair value through profit and loss	1,844	2,061	2,604	3,298	4,665
5	Investment Securities:					
	a).Held to Maturity:					
	a.Kenya Government securities	3,248,507	3,055,828	3,047,606	3,028,222	2,845,000
	b.Other securities	-	-	-	-	-
	b).Available for sale:					
	a.Kenya Governmet securities	566,425	279,749	270,028	270,392	-
	b.Other securities	-	-	-	-	-
6	Deposits and balances due from local banking institutions	-	-	5,958	-	-
7	Deposits and balances due from banking institutions abroad	518,371	136,261	160,698	143,209	296,150
8	Tax recoverable	27,128	79,945	79,945	79,944	79,945
9	Loans and advances to customers (net)	10,879,356	10,855,492	10,792,881	10,536,707	9,791,613
10	Balances due from banking institutions in the group	-	-	-	-	-
11	Investments in associates	-	-	-	-	-
12	Investments in subsidiary companies	-	-	-	-	-
13	Investments in joint ventures	-	-	-	-	-
14	Investments in properties	-	-	-	-	-
15	Property and equipment	877,062	885,907	864,171	845,710	819,259
16	Prepaid lease rentals	7,660	7,489	7,490	7,490	7,490
17	Intangible assets	94,226	286,700	279,659	289,533	283,059
18	Deferred tax asset	-	-	-	-	-
19	Retirement benefit asset	-	-	-	-	-
20	Other assets	569,865	255,131	320,510	291,903	260,207
21	TOTAL ASSETS	17,907,332	16,778,631	16,730,762	16,616,891	15,965,750
B. LIABILITIES						
22	Balances due to Central Bank of Kenya	-	-	-	-	-
23	Customer Deposits	13,495,643	11,711,097	11,817,422	11,941,792	11,931,042
24	Deposits and balances due to local banking institutions	482,486	1,265,885	1,198,769	817,206	573,840
25	Deposits and balances due to foreign banking Institutions	23	318	23	23	23
26	Other money market deposits	-	-	-	-	-
27	Borrowed funds	2,035,103	2,099,497	2,010,917	2,074,328	1,991,354
28	Balances due to banking institutions in the groupgroup companies	-	-	-	-	-
29	Tax payable	-	-	-	-	-
30	Dividends payable	-	-	-	-	-
31	Deferred tax liability	118,528	61,567	61,567	61,567	61,567
32	Retirement benefit liability	-	-	-	-	-
33	Other liabilities	171,027	398,565	383,751	490,358	318,571
34	TOTAL LIABILITIES	16,302,810	15,536,929	15,472,449	15,385,274	14,876,374
C. SHAREHOLDERS' FUNDS						
35	Paid up/Assigned capital	1,119,530	1,119,530	1,119,530	1,119,530	1,119,530
36	Share premium/(discount)	-	-	-	-	-
37	Revaluation reserves	318,279	309,328	309,871	310,565	311,932
38	Retained earnings/Accumulated losses	71,969	(276,143)	(258,641)	(279,135)	(413,188)
39	Statutory loan loss reserve	94,744	88,987	87,553	80,657	71,102
40	Other Reserves	-	-	-	-	-
41	Proposed dividends	-	-	-	-	-
42	Capital grants	-	-	-	-	-
43	TOTAL SHAREHOLDERS' FUNDS	1,604,522	1,241,702	1,258,313	1,231,617	1,089,376
44	TOTAL LIABILITIES AND SHAREHOLDERS' FUNDS	17,907,332	16,778,631	16,730,762	16,616,891	15,965,750
II	STATEMENT OF COMPREHENSIVE INCOME	30/09/2013 (Un-Audited) Shs'000	31/12/2013 (Audited) Shs'000	31/03/2014 (Un-Audited) Shs'000	30/06/2014 (Un-Audited) Shs'000	30/09/2014 (Un-Audited) Shs'000
1 INTEREST INCOME						
1.1	Loans and advances	1,405,070	1,940,870	449,910	850,030	1,356,169
1.2	Government securities	201,790	272,842	57,379	116,048	175,077
1.3	Deposits and placements with banking institutions	94,830	122,752	5,450	10,012	9,469
1.4	Other Interest income	-	-	-	-	-
1.5	Total Interest income	1,701,690	2,336,464	512,739	976,090	1,540,715
2 INTEREST EXPENSES						
2.1	Customer deposits	814,452	922,028	215,383	442,806	670,315
2.2	Deposits and placements from banking institutions	3,234	50,440	9,844	18,524	28,197
2.3	Other Interest Expenses	224,421	288,933	60,970	124,361	188,501
2.4	Total Interest Expenses	1,042,106	1,261,401	286,197	585,691	887,013
3	NET INTEREST INCOME/(LOSS)	659,584	1,075,063	226,542	390,399	653,702
4 NON-OPERATING INCOME						
4.1	Fees and commissions on loans and advances	125,359	168,031	38,537	61,590	96,773
4.2	Other fees and commissions	152,782	200,857	48,464	101,131	152,591
4.3	Foreign exchange trading income (Loss)	38,132	52,546	11,118	21,235	33,259
4.4	Dividend Income	-	-	-	-	-
4.5	Other income	81,207	22,862	15,260	46,925	72,757
4.6	Total non-interest income	397,480	444,296	113,379	230,881	355,380
5	TOTAL OPERATING INCOME	1,057,064	1,519,359	339,921	621,280	1,009,082
6 OTHER OPERATING EXPENSES						
6.1	Loan loss provision	126,532	406,803	39,183	76,179	304,577
6.2	Staff costs	459,591	635,205	158,465	309,937	468,402
6.3	Directors' emoluments	19,708	20,854	2,410	7,796	12,298
6.4	Rental charges	39,817	56,613	11,089	24,108	36,056
6.5	Depreciation charge on property and equipment	78,710	104,000	22,799	45,494	78,293
6.6	Amortisation charges	13,461	20,370	7,641	15,446	23,665
6.7	Other operating expenses	284,444	417,901	82,265	153,662	240,724
6.8	Total Other Operating Expenses	1,022,264	1,661,746	323,852	632,622	1,164,015
7	Profit/(loss) before tax and exceptional items	34,800	(142,387)	16,069	(11,342)	(154,933)
8	Exceptional items	-	-	-	-	-
9	Profit/(loss) after exceptional items	34,800	(142,387)	16,069	(11,342)	(154,933)
10	Current tax	(4,723)	33,279	-	-	-
11	Deferred tax	-	-	-	-	-
12	Profit / (loss) after tax and exceptional items	30,077	(109,108)	16,069	(11,342)	(154,933)
13 Other Comprehensive Income:						
13.1	Exchange differences on translating foreign operations	-	-	-	-	-
13.2	Available-for-sale financial assets	282	499	543	1,237	1,367
13.4	Gains on property revaluation	-	-	-	-	-
13.5	Share of other comprehensive income of associates	-	-	-	-	-
13.6	Income tax relating to components of other comprehensive income	-	-	-	-	-
14	Other comprehensive income for the year net of tax	282	499	543	1,237	1,367
15	Total comprehensive income for the year	30,359	(108,609)	16,612	(10,105)	(153,566)
III.	OTHER DISCLOSURES	30/09/2013 (Un-Audited) Shs'000	31/12/2013 (Audited) Shs'000	31/03/2014 (Un-Audited) Shs'000	30/06/2014 (Un-Audited) Shs'000	30/09/2014 (Un-Audited) Shs'000
1) NON-PERFORMING LOANS AND ADVANCES						
a)	Gross non-performing loans and advances	1,467,906	1,660,831	1,844,123	2,462,145	2,614,674
Less:						
b)	Interest in suspense	234,013	278,482	325,700	426,095	440,210
c)	Total Non-performing loans and advances (a-b)	1,233,893	1,382,349	1,518,423	2,036,050	2,174,464
Less:						
d)	Loan loss provisions	435,349	704,433	739,076	772,183	919,177
e)	Net non-performing loans (c-d)	798,544	677,916	779,347	1,263,867	1,255,287
f)	Discounted value of securities	798,544	677,916	779,347	1,263,867	1,229,612
g)	Net NPLs Exposure (e-f)	-	-	-	-	25,675
2) Insider loans and advances						
a)	Directors, shareholders and associates	-	-	-	-	-
b)	Employees	653,244	660,787	689,040	726,868	662,430
c)	Total Insider loans, advances and other facilities	653,244	660,787	689,040	726,868	662,430
3) Off-balance sheet items						
a)	Letters of credit, guarantees, acceptances	1,186,156	1,111,719	988,756	822,105	1,211,050
b)	Forwards, swaps and options	432,322	100,395	167,320	291,140	408,322
b)	Other contingent liabilities	-	7,931	-	-	-
c)	Total contingent liabilities	1,618,478	1,220,045	1,156,076	1,113,245	1,619,372
4) Capital strength						
a)	Core capital	1,176,460	843,387	852,855	840,395	706,342
b)	Minimum statutory capital	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
c)	Excess/(deficiency)	176,460	(156,613)	(147,145)	(159,605)	(293,658)
d)	Supplementary capital	375,149	373,786	365,593	365,311	349,287
e)	Total capital (a+d)	1,551,609	1,217,173	1,218,448	1,205,706	1,055,629
f)	Total risk weighted assets	11,524,475	11,253,911	14,295,159	13,930,263	13,821,665
g)	Core capital/total deposit liabilities	8.7%	7.0%	6.8%	6.7%	5.7%
h)	Minimum Statutory Ratio	8.0%	8.0%	8.0%	8.0%	8.0%
i)	Excess/(Deficiency) (g-h)	0.7%	-1.0%	-1.2%	-1.3%	-2.3%
j)	Core capital/total risk weighted assets	10.2%	7.5%	6.0%	6.0%	5.1%
k)	Minimum Statutory Ratio	8.0%	8.0%	8.0%	8.0%	8.0%
l)	Excess/(Deficiency) (j-k)	2.2%	-0.5%	-2.0%	-2.0%	-2.9%
m)	Total capital/ total risk weighted assets	13.5%	10.8%	8.5%	8.7%	7.6%
n)	Minimum Statutory Ratio	12.0%	12.0%	12.0%	12.0%	12.0%
o)	Excess/(Deficiency) (m-n)	1.5%	-1.2%	-3.5%	-3.3%	-4.4%
5) Liquidity						
a)	Liquidity Ratio	35.6%	27.5%	26.5%	30.1%	34.5%
b)	Minimum statutory Ratio	20.0%	20.0%	20.0%	20.0%	20.0%
c)	Excess/(Deficiency) (a-b)	15.6%	7.5%	6.5%	10.1%	14.5%

These financial statements are extracts from the books of the institution.The complete set of quarterly financial statements,statutory and qualitative disclosures can be accessed in the institutions website www.consolidated-bank.com.

They may also be accessed at the institutions head office located at **Consolidated Bank House,23 Koinange Street.**

JAPHETH KISILU-Ag. CHIEF EXECUTIVE OFFICER

BENSON ATENG- CHAIRMAN

Regulated By The Central Bank of Kenya



REPUBLIC OF KENYA
Ministry of Environment Water and Natural Resources
Rift Valley Water Services Board

Procurement Notice

Ref: KIRANDICH/II/02 - LOTS 1 - 2 - 3



“Rift Valley Water Services Board” on behalf of “Ministry of Environment, Water and Natural Resources – State Department of Water”, plans to award a contract for “Executive design and completion of works, for rehabilitation of water and sanitation system of Kirandich basin, and capacity building”, funded by a soft loan from General Directorate for Development Cooperation of Ministry of Foreign Affairs of Italian Republic (MAE – D.G.C.S.).

This tender is divided into 3 lots:

Lot 1: Executive design and works, for a maximum available budget of €17,286,000.00 [€600,000.00 for executive design, €16,686,000.00 for works (including €327,177.00 for safety costs)];

Lot 2: Training of technical staff (service contract for capacity building component), maximum available budget of €450,000.00;

Lot 3: Technical supplies (supply contract for capacity building) for maximum available budget of €220,000.00.

REQUIREMENTS:

Participation is open to Italian firms composed of single or joint, companies or consortia.

Tenderers must demonstrate:

Lot 1: SOA certificate OG6 (hydraulic works) OS1 (earth works) OS22 (treatment water plant). Turnover, in the last 3 years, not less than €16,686,000.00 for works, and not less than €1,200,000.00 for executive design; Minimum of one work, in each category of these works, in the last 3 years.

Lot 2: Turnover, in the last three years, not less than € 450,000.00 for “training of technical staff service”. ISO 9001.

Lot 3: Turn over, in the last 3 years, not less than €220,000.00 for technical supplies; ISO 9001 certificate.

Enterprises which have been established for less than 3 (three) years may prove their economic and financial standing with any document which the Contracting Authority may deem appropriate. The tenderer should deliver the official financial statement document (art 41.b D.Lgs 163/2006 Italian Republic).

Tenderers must submit the signed declaration, included in the tender dossier, to the effect that they are not in any of the situations listed in point 2.3.3 of the Practical Guide to contract procedures for EU external actions.

Notice of contract is published on the website of the MAECI:

http://www.esteri.it/MAE/IT/Ministero/Servizi/Italiani/Opportunita/Nella_Coop_Svil/Ricerca_AvvisiIncarico.htm

<http://www.rvwsb.go.ke>

The Tender dossier will be provided at the following addresses:

Embassy of Kenya in Italy
Viale Luca Gaurico, n. 205 - Roma (Italy)
or
Rift Valley WSB
Maji Plaza, Prisons Road off Eldama Ravine Highway
Nakuru (Kenya).



PUBLIC NOTICE

FERTILIZER MARKET INQUIRY/SECTOR STUDY

IN EXERCISE of the powers conferred upon the Competition Authority by Section 18(1) (a) of the Competition Act, the Competition Authority hereby notifies the public that it intends to carry out a market inquiry in the fertilizer sector.

The Centre for Competition, Regulation and Economic Development, University of Johannesburg (herein "Consultant") has been identified to carry out the inquiry as follows;

- I. The Terms of Reference of the fertilizer market inquiry/sector study shall be to:-
 - (a) Examine the market structure in the fertilizer sector in Kenya.
 - (b) Determine cost components and price determinants of retailed fertilizer.
 - (c) Determine the fertilizer current demand/ consumption levels at regional and national levels.
 - (d) Assess whether fertilizer subsidy program is efficient and encouraging to the business sector.
 - (e) Engage the stakeholders in the fertilizer sector who include:-
 - i. Importers;
 - ii. Wholesalers;
 - iii. Agro-dealers/retailers;
 - iv. Transporters and freight forwarders;
 - v. Farmers/end users; industry associations;
 - vi. The Ministry of Agriculture, Livestock and Fisheries;
 - vii. National Cereals and Produce Board; and
 - viii. Kenya Revenue Authority.

In order to appreciate the conditions affecting competition and consumer protection in the fertilizer sector;

- (f) Recommend alternative ways to address competition issues in the fertilizer sector premised on international best practice.
- (g) Make recommendations to the Authority on any matter that requires regulatory intervention in order to increase competition and consumer protection in the fertilizer sector.
2. In the performance of its functions, the Consultant:-
 - (a) Shall hold such number of meetings in such places and at such times as it may, in consultation with the Authority, consider necessary for the proper discharge of its functions.
 - (b) May use official reports of any previous investigations, policies and legislation relevant to this study.
3. Members of the public, with relevant information, may submit oral or written submissions to the Secretariat of the consultant within (21) days of the publication of this notice.
4. The Secretariat of the Consultant shall be based at the Authority's offices located at Kenya Railways Staff Retirement Benefit Scheme Block 'D', 1st Floor, Haile Selassie Avenue P.O. Box 36265-00200 Nairobi. Email: info@cak.go.ke.

Wang'ombe Kariuki,
Director-General,
Competition Authority of Kenya.



CAREER OPPORTUNITIES

Kenya Revenue Authority is the principal revenue collection agency for the government of the Republic of Kenya. The Authority's vision is to be the leading Revenue Authority in the world, respected for professionalism, integrity and fairness. The Authority is seeking result oriented and self driven individuals with high integrity to fill the following positions in the Board Services Department:-

1. Manager
2. Assistant Manager
3. Supervisor

If you fit the required profile please download the form for Employment from the KRA Website www.kra.go.ke, complete and submit to the address below to be received not later than **11th December, 2014** by close of business.

Deputy Commissioner, Human Resources
Kenya Revenue Authority
Times Tower Building, Haile Selassie Avenue
P O Box 48240-00100 NAIROBI

Notes for applicants:-

1. Hard copy applications are to be submitted in sealed envelopes marked "Application indicating respective position.
2. Applications may be delivered at Times Tower Building, Nairobi or sent by postal mail to the address above. Hand delivered applications are to be deposited in designated boxes on the Ground Floor of Times Tower Building.
3. Applications not containing the information stipulated above or those not meeting the prescribed criteria will not be considered.
4. Shortlisted candidates will be subjected to oral and or psychometric test interview. Only candidates who make it to the final selection list shall be contacted.
5. Canvassing shall lead to disqualification.
6. Those who may have previously served in KRA and left the organization in good standing are encouraged to apply.

For full details on the above positions including the application procedure please visit KRA website: www.kra.go.ke



Tulipe Ushuru, Tujitegeme!



SHANKAR ELETRONICS LIMITED

DISPOSAL OF UNCOLLECTED GOODS

NOTICE is given under the Disposal of Uncollected Goods Act (Cap.38) Laws of Kenya to all customers who brought the following goods, Televisions, Cameras, CD Players, VCRs, VCPs, HiFis, DVDs, Radios, Walkmans, Music Systems, Fridges, Freezers, Air Conditioners etc for repair on or before **31st October 2014** and are with Shankar Electronics Limited, Africa Building, Moi Avenue, Mombasa to collect them upon payment of repair/service/storage charges within thirty (30) days from the date of publication of this Notice. Failure to collect the said goods within the given notice, shall lead to the said goods being disposed. This is a final reminder and no further claims shall be entertained for recovery of goods.

Shankar Electronics Limited,
P.O. Box 80651-80100
Mombasa, Kenya



UNIVERSITY OF NAIROBI PENSION SCHEME 2007

Telephone: 0738-555439, 0718-024995
E-mail: uonpension@uonbi.ac.ke

ANNUAL GENERAL MEETING - 2014

All members of the University of Nairobi Pension Scheme 2007, are invited to this year's Annual General Meeting to be held on Saturday, 6th December 2014 at 8-4-4 Building in Main Campus from 9.00 a.m.

Registration will start at 8.30 a.m.

The agenda will be as follows: -

- Chairman's Report.
- Audited Accounts.
- Investments.
- Remuneration of Trustees.
- Questions and Answers.

All members are welcome.

SCHEME ADMINISTRATOR



COUNTY GOVERNMENT OF KISUMU DEPARTMENT OF COMMUNICATION, ECONOMIC PLANNING AND DEVELOPMENT

PUBLIC NOTICE

CHANGE OF DATE FOR NOTICE FOR INVITATION TO PUBLIC CONSULTATIVE FORUMS FOR 2015-2016 DEVELOPMENT PROJECTS PROPOSALS

Kindly take note of the change of dates as earlier communicated on 7th Nov, 2014. The Department of Economic Planning will be holding Public Participation Forums from 28th November to 4th December 2014 in the following areas:

DATE	SUB-COUNTY	VENUE
01/12/2014	Kisumu East Sub County	Kibos KARI
02/12/2014	Nyando Sub County	Ahero Multipurpose
03/12/2014	Muhoroni Sub County	Full Gospel Church
04/12/2014	Nyakach Sub County	Pap Onditi County Council Hall
05/12/2014	Kisumu Central Sub County	Kisumu Social Hall

The purpose for the Public Forum is to report on 2013-2014 Development Projects, inform the public on approved Development Projects for 2014-15 and receive proposed development projects for 2015-2016.

All meetings will commence at 9:00 am. You are invited to attend

Humphrey Nakitari
County Secretary
County Government of Kisumu,
P.O. Box 2738-40100
Kisumu.



Kenya Power

POWER INTERRUPTION NOTICE

Kenya Power will interrupt electricity supply affecting customers in the below mentioned areas on **Friday 28th November, 2014** to facilitate a major operation aimed at upgrading the power network to improve reliability and quality of power supply.

The Company regrets any inconvenience that may be caused during the operation.

AREA: LUNGA LUNGA, VANGA, MRIMA, MAJORENI, PERANI

DATE: Friday 28.11.2014 TIME: 8.00 A.M. - 5.00 P.M.

Mwangui, Safaricom Mshiu, Vistangalaweni, Menza Mwinyi, Perani, Mwereni, Mwangulu, Mwangulu Secondary, Maledi, Mwena, Lunga Lunga Town, Horo Horo, Jogo, Water Supply, Vanga Village, Mrima Market, Mrima Primary School, Majoreni Market, Majoreni Hospital, Market & adjacent customers.

www.kenyapower.co.ke



PRE- QUALIFICATION OF SUPPLIERS FOR THE YEAR 2015/2016

Safaricom Sacco Ltd. invites interested eligible firms to submit applications for pre-qualification of suppliers of the following categories of Goods, Works and Services. All the suppliers with whom we are currently engaged also need to re-apply.

Category Code	Item Description	Eligibility
CATEGORY A. SUPPLY AND DELIVERY OF GOODS		
1 SAFSACCO/A1/15/16	Supply of General Office Stationery.	Special Groups
2 SAFSACCO/A2/15/16	Supply of Printed Stationery.	Open
3 SAFSACCO/A3/15/16	Supply and Maintenance of Office Equipment and Tools (Office Furniture & Fittings, Filing Cabinets, Photocopiers, Scanners, Printers, Printer Consumables and Accessories, Cartridges and Toners).	Open
4 SAFSACCO/A4/15/16	Supply of Laptops, Computers, Computer Consumables & Accessories and Network Equipment's.	Open
5 SAFSACCO/A5/15/16	Supply of Computer Software and Licenses.	Open
6 SAFSACCO/A6/15/16	Supply of Hardware Maintenance Services for Printers, Scanner, UPS and Computers.	Open
7 SAFSACCO/A7/15/16	Designing, Branding and Production of promotional materials and Signage e.g. T-shirts, caps, banners, folders, posters, brochures, gifts among other corporate documents like magazines.	Open
CATEGORY B. PROVISION OF TECHNICAL AND PROFESSIONAL SERVICES		
1. SAFSACCO/B1/15/16	Provision of Insurance and Medical Cover	Open
2. SAFSACCO/B2/15/16	Provision of Security Services e.g. Guards, CCTV, Alarm Systems	Open
3. SAFSACCO/B3/15/16	Provision of Air travel agency, Car hire and Taxi services	Open
4. SAFSACCO/B4/15/16	Provision of Courier Services	Open
5. SAFSACCO/B5/15/16	Provision of Public Relation, Corporate Marketing and Communication services	Open
6. SAFSACCO/B6/15/16	Provision of Debt collection services	Open
7. SAFSACCO/B7/15/16	Provision of Statutory Audit services	Open
8. SAFSACCO/B8/15/16	Provision and Maintenance of Web Services	Special Groups
CATEGORY C. PROVISION OF WORKS		
1 SAFSACCO/C1/15/16	Provision of Architectural Design, Plan and related consultancy Services	Open
2 SAFSACCO/C2/15/16	Quantity Surveyors and related consultancy services	Open
3 SAFSACCO/C3/15/16	Building Works Contractors - Must be registered with Ministry of Public Works, Category A.	Open
4 SAFSACCO/C4/15/16	Electrical Installation Contractors- Must be registered with the Energy Regulation Commission, Class B and Above.	Open
5 SAFSACCO/C5/15/16	Supply and Maintenance of Fire Equipment, Generators and Air Conditioners.	Open

Note:

- Special Groups are Women, Youth (up to 35 Years) and Persons Living With Disabilities who have registered with the Directorate of Procurement (National Treasury).
- Applicants for the Special Category shall clearly mark letter 'S' on the top right of the envelope.

Interested and eligible firms are required to download the tender documents, print and then fill in before submitting the same to Safaricom Sacco Ltd.

Each Tender is FREE of charge and must be submitted on or before **5th January 2015 at 10.00 a.m.**

Completed tenders are to be enclosed in plain sealed envelopes marked with Tender Number and Tender Description and must be deposited in the tender box located in our office reception area, Safaricom Care Centre, 1st Floor, Wing 1C, Addressed to;

**THE CHIEF EXECUTIVE OFFICER,
SAFARICOM SACCO LTD,
P.O BOX 2392 -00606,
NAIROBI, KENYA.**

Pre-qualification documents will be opened on **5th January 2015 at 10.00 a.m.** at the Safaricom Sacco Office in the presence of the applicants or their representatives who wish to attend.

Safaricom Sacco Ltd. reserves the right to accept or reject any application partially or in whole without assigning any reasons thereof. Late tenders will not be accepted.

Safaricom Sacco Ltd, Empowering You!

World Vision

TENDER NOTICE

TENDER NO.	TENDER DESCRIPTION	LOCATION
WVK/OT/03/FY15	CONSTRUCTION OF GIS TO KISIMA CHA KUFA WATER PIPELINE EXTENSION (Laying of 10.65 km pipeline, construction of 4 No. water kiosks, 50 marker posts, 25 valve chambers and all other accompanying appurtenances)	MARAFA ADP, KILIFI COUNTY

World Vision Kenya (a non-profit making Christian Relief and Development Agency with projects in most parts of Kenya) invites tenders from approved and reputable Building Contractors for the above works within Marafa Area Development Program (ADP).

Marafa ADP is located 38 kilometers from Malindi town and the start point for pipe laying is from GIS Trading Center onwards to Kisima Cha Kufa.

Eligible bidders should attach valid documentations and be able to meet the following minimum requirements:-

- Must be a registered company (Attach Certificate of Incorporation)
- The Contractor must be registered with the National Construction Authority (Category NCA7 or Higher).
- KRA VAT, PIN registered and current/valid Tax compliance Certificates (Attach documentations)
- Attach details of similar or relevant works completed within the last five years giving details of clients who may be contacted for more information
- Technical capability to include list of relevant equipment's owned/hired and skilled staff (Site agents, masons, plumbers etc), give details and provide proof of the same. Experience as prime contractor in the construction of at least **2 works** of a nature and complexity equivalent to the Works over the last **5 years** (to comply with this requirement, works cited should be at least 70 percent complete)
- Sound Financial standing (Attach bank statements for the last 12 months). Liquid assets and/or credit facilities, net of other contractual commitments and exclusive of any advance payments which may be made under the Contract, of not less than **KSh. 10,000,000**
- Programme of works showing contractor's proposed schedule of undertaking the construction.
- Confirm ability to raise 10% of contract sum as Performance Bond valid for the period of the contract if awarded the contract.
- A consistent history of litigation or arbitration awards for the Applicant or any partner of a Joint Venture may result in disqualification. Joint Ventures are not permitted for this project. However, subcontracting will be allowed, at the discretion of the Employer

Tender documents containing detailed specifications can be obtained from: **The Cash Office, World Vision Kenya**, Karen Road, off Ngong Road, upon payment of a non-refundable fee of **Ksh 2,000/= per Tender document (Between 9.00 a.m. to 12.30 p.m. and between 2.00 p.m. to 4.00 p.m. on Monday to Friday on official working days)**. Payments should be made either in cash or Bankers cheque payable to World Vision Kenya.

Completed Tender documents in plain sealed envelopes clearly showing the **Tender No. and Description** should be addressed to:

**The Secretary,
Central Tender Committee,
World Vision Kenya,
Karen Road - Off, Ngong Road,
P O Box 50816-00200
Nairobi.**

and delivered to the Tender Box at the reception of World Vision Complex, Karen Road on or before **16th December, 2014 at 10.00 Am.** Tenders shall be opened publicly immediately thereafter in the presence of bidders who wish to witness the opening. **Tender prices must remain valid for 90 days** from the date of tender closing.

Tenders must be accompanied with a Bid Security equivalent to 5% of the Tender Sum, valid for at least 120 Days. The bid security must be in form of a Bank Guarantee from a reputable Bank in Kenya and in favor of World Vision Kenya.

"World Vision Kenya reserves the right to accept or reject any bid and is not bound to give reasons for its decision".

VACANCY

Regional Compliance Specialist

Region of Eastern and Southern Africa
Number of positions: 2

Region of Eastern and Southern Africa



About Plan

Founded about 78 years ago, Plan International is one of the oldest and largest children's development organizations in the world. We work in 50 developing countries across Africa, Asia and the Americas to promote child rights and lift millions of children out of poverty particularly those who are excluded or marginalized with high quality programs that deliver long lasting benefits by increasing its income, working in partnership with others and operating effectively. Plan's vision is of a world in which all children realize their full potential in societies that respect people's rights and dignity. Plan is independent, with no religious, political or governmental affiliations and is an equal opportunity employer.

About the role

Based at the Regional Office of Eastern and Southern Africa (RESA) (or any of the Plan countries in the region) the Compliance Specialist's role will be to provide oversight and analysis of the financial health of assigned projects while ensuring compliance to donor requirements. The Compliance Specialist will also contribute to proposal development focusing on budgeting for quality implementation and maximum cost recovery.

The person should have a minimum of 5 years' experience in financial management, grants analysis

For a full job description and detailed personal specifications please click on:-

<http://plan-international.org/where-we-work/africa/jobs/compliance-specialist>

To apply, please send your CV and cover letter to: Plan.Resajob@plan-international.org

Type of Role: 2 years fixed term contract

Closing date: Friday, 12th December 2014

Reports to: Reporting to a Senior Manager within Plan Canada with administrative reporting to the Regional Head of Resource Mobilization

Reference and background checks will be carried out in conformity with Plan's Child Protection Policy. Plan operates an equal opportunities policy and actively encourages diversity. Only shortlisted candidates will be contacted.



Kenya Airports Authority

TENDER ADVERTISEMENT NOTICE

The Kenya Airports Authority invites sealed tenders from eligible firms for the following tenders:-

REFERENCE NO.	TENDER DESCRIPTION	ELIGIBILITY	PRE-BID MEETING/ SITE VISIT	CLOSING/ OPENING DATE
KAA/ES/MLD/872/C	Construction of New Apron, Aircraft Pavement Improvements and other Associated Works at Malindi Airport.	Shall be an entity legally incorporated in Kenya and be a Citizen Contractor. Must be registered as NCA category 3 and above for Roads and other Civil Works.	8-12-2014 starting at 2.00 pm Local Time. Bidders to Congregate at Malindi Airport.	16-12-2014
KAA/265/2014-2015	Provision of Baggage Wrapping Services at Jomo Kenyatta International Airport	Duly Registered Youth/Women and People with Disability Owned Enterprises	N/A	16-12-2014
KAA/266/2014-2015	Provision of Security Guarding Services for Moi International Airport	Duly Registered Youth/Women and People with Disability Owned Enterprises	8 th December 2014 Starting at 2.00 pm Local Time. Bidders to Congregate at Moi Int' Airport.	17-12-2014
KAA/ICT/HQ/965/NT	Servicing and Maintenance of Networking and Communication Devices for Kenya Airports Authority	Open to General Public	N/A	17-12-2014

Interested eligible firms may obtain further information and inspect the tender documents at the Kenya Airports Authority Headquarters at JKIA, 2nd Floor, office of the GM (Procurement & Logistics) **from 8.00 am to 5.00 pm** local time, Monday to Friday except lunch time between **1.00 pm and 2.00 pm** and on public holidays.

Tender documents may be purchased at Kenya Airports Authority Headquarters at JKIA Nairobi for non-refundable fee of **Kshs. 1,000.00** for each document. Payment will be made to the cashier on 1st floor at KAA HQS by cash or Banker's Cheque payable to the Kenya Airports Authority. The applicant or his/her agent will pick tender document at the procurement office, 2nd floor of the same building upon production of a payment receipt.

EXTENSION OF TIME AND CLARIFICATION OF TENDERS

Kenya Airports Authority wishes to inform firms participating in the tender below, that extension and clarifications have been deemed necessary to the tender.

REFERENCE NO.	TENDER DESCRIPTION	PREVIOUS CLOSING/ OPENING DATE	CLOSING/ OPENING DATE
KAA/244/2014-2015	Development and Operation of a Commercial Important Person (CIP/VIP) Terminal Facility at Jomo Kenyatta International Airport	4-12-2014	21-1-2015
KAA/ES/HQ/681/G	Supply and delivery of Airport Fencing Materials for Kisumu Airport	28-11-2014	10-12-2015

Prospective bidders may also download the clarification/addendum from Kenya Airports Authority's website (www.kaa.go.ke).

Tender security should therefore be valid from the new closing/opening dates shown above. All other terms and conditions of the tender document remains the same.

Duly completed tender documents in plain sealed envelopes with **TENDER NUMBER AND TITLE OF THE TENDER** clearly indicated on the envelope shall be addressed to:-

**The Managing Director,
Kenya Airports Authority,
Kenya Airports Authority Headquarters Building,
Airport North Road,
P.O. Box 19001-00501,
NAIROBI**

and be deposited in the Tender Box located on the 2nd Floor of Kenya Airports Authority Headquarters Building at JKIA, so as to be received **as indicated above for respective tenders at 11.00am** and shall be valid for a period of **90 days** after bid submission. **Late bids shall be rejected.** Opening of bids will take place immediately thereafter at the Conference Room, **5th floor**, KAA HQ's Building in the presence of tenderers/representatives who wish to attend.

The Authority reserves the right to accept or reject any tender and does not bind itself to accept the lowest or any tender.

Canvassing for the tender by the tenderer or by proxy shall lead to automatic disqualification of their tender.

MANAGING DIRECTOR



Startruck Auctioneers

Narshi House | 1st Flr, Rm. 3 | Moktar Daddah Street
Opp. Jeevanje Street | P.O Box 106335-00100 Nairobi
Tel. 020-316119, Mobile: 0721 310 340
0738 672 296 / 0721 948 331

PUBLIC AUCTION

Dully instructed by our Principles, we shall sell the following Motor Vehicles by Public Auction on **6/12/2014** at **Muthangari Road Plot No.38**, Nairobi near Valley Arcade starting at 10.00 AM

NO	REGISTRATION	MAKE/MODEL
1	KBC 847G	MITSUBISHI L200
2	KBW 631J	TOYOTA AVENSIS
3	KBZ 572J	PORSCHE CAYANNE
4	KBP 914Y	TOYOTA DYNA
5	KAR 933G	M/PAJERO
6	KBJ 025K	FAW ADMIRAL
7	KBQ 387R	TOYOTA COSTER
8	KBV 078B	TOYOTA MARK X
9	KBS 580A	TOYOTA AVENSIS
10	KBJ 997S	TOYOTA ALLION
11	KBW 852C	TOYOTA NOAH
12	KBY 264L	NISSAN SERENA
13	KBZ 297F	CHEVROLET CRUIZ
14	KBC 749Z	ISUZU WIZARD
15	KBX 594W	TOYOTA WISH
16	KBJ 859V	TOYOTA IPSUM
17	KBS 696A	MAZDA DEMIO
18	KBM 844S	TOYOTA HARRIER
19	KBV 233T	TOYOTA RACTIS
20	KAR 884R	TOYOTA HIACE
21	KBR 055H	TOYOTA IST

CONDITIONS OF SALE:

- 1) Interested bidders can view the vehicles at the **Muthangari Road Plot No. 38** between 9 am and 4 pm Monday - Friday
- 2) Vehicles to be collected on the same day or else they accrue 500/-Per Day as Storage Charges
- 3) Cash / Cheque at the fall of the hammer.
- 4) Vehicles sold on an as is/where is basis
- 5) All documents available.
- 6) Interested bidders to deposit a refundable amount of Ksh. 30,000/=
- 7) Sale is subject to reasonable reserve prices

UPWAYS HOTEL- THIKA RD KIGOOCO VS MUGITHI



29TH
NOV 2014

ACCOMODATION AVAILABLE

>> ENTRY FREE

KATARO - PARIS CLUB
Along Outering Rd @ Gulf Petrol Station Opp.
Naivas Supermarket-Doni

Presents

Sato 29th November 2014

TONY NYANDUDO

**THIS FRI OSITTO KALLE VS OGINA KOKO
THIS SUNDAY BANA KATARO**

Club Paris Umoja Reggae every Sunday & Enjoy Rhumba every Wednesday @ New Paris Lounge by DJ Dickie

Come and experience our delicacies including fish, traditional vegetables and nyama choma **Kosa ujilaumu!**

TONY NYANDUDO

Kataro - Paris The Home of Entertainment

MELADEN - Rebranded
"THE ONLY REASON TO BE THERE"
FRI. 28/11/2014 (Entry 300/-)
GUSII NITE (Lots of Prizes to be won)
Feat. **MR. ONGENGO & UKK**
BAND ZANGALEWA
MC Nyakundi of Egesa FM
SATO 29/11/2014 (Entry 200/-):
OSITO KALE with BIG LADEN
Every Sun; Country Music by **CARLOS & THE BAND**
COMING SOON: JOHN JUNIOR

MAXLAND Waiyaki Way
opp. NEW SAFARICOM HSE, next to Shell Petrol Station
Presents
TODAY FRIDAY 28TH NOV. (ENTRY FREE)
MAN GICHURE
SATO 29TH NOV. 2014 (ENTRY FREE)
MUSAIMO
Ample and secure parking available. Lots of nyama choma.
Best for co-ordinate functions, graduation parties, ready lunch etc.....

KATARO - PARIS CLUB
Along Outering Rd @ Gulf Petrol Station Opp.
Naivas Supermarket-Doni
Presents
Sato 29th November 2014
TONY NYANDUDO
**THIS FRI OSITTO KALLE VS OGINA KOKO
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TONY NYANDUDO
Kataro - Paris The Home of Entertainment



**Kenya Bureau of
Standards**
Standards for quality life

Tel 020 6948000/423/439; 0722202137/8; 0734600471/2; Website: www.kebs.org
Email: info@kebs.org or procurement@kebs.org

REMINDER - PUBLIC NOTICE

NOTICE TO IMPORTERS OF USED/ SECOND HAND MOTOR VEHICLES

Pursuant to the provision of KS 1515:2000 - Kenya Standard Code of Practice for Inspection of Road Vehicles and Legal Notice No. 78 of 15th July 2005 -The Verification of Conformity to Kenya Standards of Imports Order, we wish to notify all importers of used/second hand motor vehicles including returning residents, diplomatic staff and the general public that only motor vehicles whose Year of First Registration is from 1st January 2008 and later shall be allowed into the country as from 1st January 2015.

Vehicles that are exported from countries where KEBS has pre -export verification of conformity arrangements with partners for motor vehicles shall also need to be accompanied by Certificates of Roadworthiness issued in the countries of export (country of supply) by any of the KEBS appointed partners.

It is further notified that Certificates of Roadworthiness for vehicles whose year of first registration is 2007 will not be valid after 31st December, 2014. All vehicles issued with such certificates must have arrived at the Port of Entry by 31st December 2014. Any 2007 model vehicles arriving after 31st December 2014 will be deemed not complying with KS1515:2000 and shall be rejected at the port of entry at the importer's expense.

KEBS - Standards for quality life

www.facebook.com/kebs.org Kebs_ke



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PUBLIC NOTICE TO ALL MANUFACTURERS, IMPORTERS AND CONSUMERS OF METHANOL

KEBS Technical Committee on Industrial Solvents and Chemicals is in the final stages of approving Final Draft Standard FDKS 2582-2: 2014 **Code of practice for safety of chemical products – Part 1: Code of practice for safety of methanol.**

The code prescribes safety measures aimed at reducing to a tolerable levels, risk resulting from intended use and reasonably foreseeable misuse of Methanol for Industrial and laboratory use.

1. This Code of Practice outlines preventive measures aimed at achieving tolerable risk associated with methanol, for vulnerable consumers especially the ones in the alcoholic beverage, laboratory and industrial sectors.
2. The Code is meant to address an urgent emerging public health and safety issue regarding misuse of Methanol in alcoholic drinks and has been formulated using the procedure for urgent Kenya Standards.
3. **All grades of Methanol except those meant for laboratory use shall be denatured with Denatonium Benzoate to prevent oral intake by vulnerable consumers.**
4. All importers of methanol will be required to comply with the standard.

KEBS - Standards for quality life

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**Kenya Bureau of
Standards**
Standards for quality life

Tel 020 6948000/423/439; 0722202137/8; 0734600471/2; Website: www.kebs.org
Email: info@kebs.org or procurement@kebs.org

REMINDER – PUBLIC NOTICE

ALL MANUFACTURERS, IMPORTERS AND CONSUMERS OF STEEL BARS

Following a consultative meeting between KEBS and manufacturers of steel bars held on 13th August 2014 to address the requirement for traceability of the products in the market, the following were agreed upon:

- (a) All manufacturers and importers shall initiate the process of embossing/engraving twisted and ribbed bars with specific identities which could be the names or trademarks of each manufacturer.
- (b) The deadline for completion of the branding process shall be 31st December 2014.

Pursuant to Section 9 (4) of the Standards Act Cap 496, no unbranded twisted and ribbed bars shall be allowed into the Kenya market with effect from 1st January 2015.

This will be done alongside the requirements for compliance to Kenya Standard KS 573 on Cold Worked (high yield) Steel Bars for the reinforcement of Concrete and KS ISO 6935-2 for the reinforcement of Concrete Part 2-Ribbed Bars.

KEBS - Standards for quality life

www.facebook.com/kebs.org Kebs_ke



KENYA PORTS AUTHORITY www.kpa.co.ke

NOTICE OF THE ANNUAL GENERAL MEETING 2014

Notice is hereby given that the **8th Annual General Meeting** of Kenya Ports Authority Pension Scheme will be held on **Wednesday 10th December, 2014 at 9.00am at Bandari College.** All members, who were contributing as at 31st December, 2012 and pensioners of KPA Pension Scheme are requested to attend the AGM to transact the following business.

1. **Chairman's address**
2. **Highlights of the Schemes Benefits**
3. **Presentation of the Scheme Accounts**
4. **Benefits Statements**
5. **Questions and Answers**

Members are requested to come with appropriate identification papers and to be seated by 9.15am.

Members are politely informed that the cost of travel/attendance are **NON-REFUNDABLE**

By order

V. M. Wa-Kayanda
CHAIRMAN
BOARD OF TRUSTEES



International Peace Support Training Centre
WESTWOOD PARK ROAD P.O. Box 24232 - 00502 KAREN, KENYA
Telephone: 254-20-883158

AUCTION NOTICE

The International Peace Support Training Centre (IPSTC) is a Research and Training institution focusing on regional peace support capacity building to respond to conflicts through preventive, management, recovery and peace building measures.

International peace Support Training Center (IPSTC) will sell by Public Auction, General stores and ICT equipment through the following tender:- IPSTC/2014/2015/67.

The goods will be sold on as –is –where is basis.

The stores and ICT equipment can be viewed from 27 November 2014 during working days only (Monday to Friday) except on public holidays at Humanitarian Peace Support School(HPSS) at Embakasi starting from 9.00 am to 4.00 pm after purchasing the catalogue:

Tender No	Viewing Location	Viewing Dates	Auctioneer's Names	Auction Date
IPSTC/2014/2015/67	Humanitarian Peace Support School (HPSS) - Embakasi	27 Nov to 08 Dec, 14	Leakey's Auctioneers	09 Dec, 14 9.00a - 4.00pm

A complete set of catalogues can be obtained from the Procurement Office, International Peace Support Training Center upon payment of a non-refundable fee of **Kshs.1, 000.00** to:

Account Name: International Peace Support Training Centre (IPSTC)
Bank: Standard Chartered Bank of Kenya
Branch: Karen Branch
Account Number: 0102018399200.

Interested bidders will be required to pay a refundable bid number of **Kshs 15,000.00** in **cash** or **bankers cheque** payable to International Peace Support Training Centre (IPSTC) on or before the last day of viewing. The receipt will be presented at the entry gate of the sale yard on the day of auction for one to be issued with a bid number. No one without a bid number will be allowed to participate in the auction.

Original catalogue and receipt for both the catalogue and bid number deposits will be presented at the entrance for one to be allowed entry to the auction sale yards.

All successful bidders will be required to pay a deposit of 25% of the bid at the fall of hammer and the remaining balance within 14 days after the auction, failure to which the award will be cancelled and the deposit forfeited.

Unsuccessful bidders will be refunded the bid number deposits on presentation of original receipts immediately after auction.

Bidders will be required to collect the items they have paid for within thirty (30) days after making the payment, failure to which the purchaser shall be liable to pay storage chargers of 1% of bid offer per day up to a maximum of three months failure to which the item/items and the amount will be forfeited.

Successful bidders will be responsible for payment of duty, VAT and other related charges where applicable as established under Government regulations.

The sale is subject to reserve price.



NATIONAL CALL FOR TENDER

ACTED (Agency for Technical Cooperation and Development), is inviting suppliers and service providers to submit their bid offer to be considered under Framework contract for the following items for the year 2015_2016.

Description/ Specification	Tender No.	Previous year Expenditure estimates(KES)	INCOTERMS/ Delivery point	Delivery deadline
Supply of Office stationery & Consumables Batch 1 :Stationery Batch 2 : Office consumables	T/24/27/OPEN/FWC/ STATIONERY/NAIROBI/ 28112014-001	1,789,550.35	DDP/NAIROBI	12 th December 2014
Printing services	T/24/27/OPEN/FWC/ PRINTING SERVICES/ NAIROBI/28112014-002	2,119,317.86		
Supply of Hardware equipment Batch 1 :General tools (wood, Agri, iron mongary) Batch 2 : Plumbing hardware	T/24/27/OPEN/ FWC/HARDWARE EQUIPEMENT/NAIROBI/ 28112014-003	8,117,460.00		
Provision of Various repair works Batch 1: plumbing works and repairs, Batch 2: carpentry works and repairs, Batch 3: electrical works and repairs, Batch 4: Fumigation services	T/24/27/OPEN/FWC/ WORKS/NAIROBI/ 28112014-004			
Provision of Cab/Taxi services	T/24/27/OPEN/FWC/ TAXI /NAIROBI/28112014-005	2,270,289.60		
Supply of IT accessories	T/24/27/OPEN/FWC/IT_ ACCESSORIES/NAIROBI/ 28112014-006	2,045,795.00		

Interested suppliers should indicate, clearly prices including **VAT** where applicable.

The tender will be conducted using ACTED standard bidding documents, open to all qualified suppliers and service providers. The Bidding Documents (in English) may be collected at a fee of KES 2,000/- by all interested bidders at the following address:

ACTED Nairobi Office,
Nairobi Kenya

All bids must be submitted before and on **Friday 12th December 2014 at 2:00 pm** at the address mentioned above in a sealed envelope. Late Bids will automatically be rejected.

ACTED will not be responsible for any costs or expenses incurred by the Bidders in connection with the preparation and submission of their bids to ACTED.

A tender opening session will take place **on 12th DEC 2014 at 2:30 pm** at the ACTED Office in Nairobi. The presence of bidders' representative is allowed. For all inquiries regarding this tender, please contact the ACTED representative in Nairobi no later than 11th Dec 2014 at noon by telephone (+254 707 380 000) or by E-mail at: kenya.tender@acted.org.

Note:
Suppliers will be selected in accordance with ACTED procedures.



THE KENYA WATER INSTITUTE
INVITATION TO TENDER

The Kenya Water Institute invites sealed bids from eligible firms for the following tenders:

TENDER NO.	ITEM DESCRIPTION
KEWI/TEN/004/2014-2015	Provision of Insurance Services - Staff Medical Cover & Group Personal Accident Cover.
KEWI/TEN/005/2014-2015	Lease of Learning and Teaching Facility in Kisumu County
KEWI/TEN/006/2014-2015	Supply, Installation and Commissioning of a Rotary Drilling Rig and Accessories.
KEWI/TEN/007/2014-2015	Supply and Delivery of Drilling Rig Support Truck

Interested bidders may obtain further information, inspect and download the tender documents on the Institute's website, www.kewikenya.com. Tender documents downloaded from the website will be free of charge and bidders who download the documents from the website should notify us using the email info@kewi.ac.ke. The applicants may wish to obtain hard copies of the tender documents at the procurement office, Kenya Water Institute, Nairobi along Ole Shapara Avenue in South C during normal working hours at a non-refundable fee of **Kshs. 1,000**. Payments should be in cash or bankers Cheque payable to the Director, Kenya Water Institute.

All completed tender documents in accordance with the instructions to bidders must be delivered and placed in the tender box at Kenya Water Institute, Ole Shapara Avenue on or before **15th December, 2014 at 12.00 Noon**. Tender opening shall be done immediately thereafter at the Conference Room in the presence of bidders representatives who choose to attend.

Ag. Director
KENYA WATER INSTITUTE



KENYATTA NATIONAL HOSPITAL
NOTICE OF PUBIC AUCTION

Kenyatta National Hospital through M/s Ideal Auctioneers will be selling various categories of boarded items through **OPEN PUBLIC AUCTION** on "as is where is" basis on **Friday, 5th December, 2014** starting at 10.00a.m. **WITHIN THE HOSPITAL GROUNDS** and storage yard outside the **MAINSTORES**.

- The boarded items fall under the following categories:-
1. Assorted computers & power back up units, HP LaserJet Printers, speakers, VGA Cables, Routers, Receipt printers
 2. Assorted Catering items
 3. Electric Cooker
 4. Trolleys
 5. Photocopier machine
 6. Assorted Renal Equipment
 7. Assorted fridge & Refrigeration Components
 8. Patient stretchers & beds
 9. Assorted scrap metal
 10. Worn out tyres/tubes
 11. Assorted furniture
 12. X- Ray films.

- CONDITIONS OF SALE**
1. Auction documents describing the items to be auctioned is obtainable from KNH Supplies Chain Management department room No. 6 at a non-refundable fees of Kshs.1000.00
 2. All interested bidders will be required to pay a refundable deposit of Kshs.30,000.00 to Kenyatta National Hospital in cash or bankers cheque to get a bid number as there will be no bidding whatsoever without a bidding number.
 3. The deposit paid will be treated as part payment by the highest bidders (purchasers) and the balance must be paid to Kenyatta National Hospital within 48 hours failure to which the deposits will stand forfeited and the items offered to the next highest bidders subject to reserve price.
 4. The sale is subjected to a reserve price and all items bidded and paid for must be collected within seven (7) days, failure to which the purchaser shall be liable to a storage charge of Kshs.1, 000.00 per lot per day.
 5. Successful bidders must pay 25% of the purchase price at the fall of the hammer.
 6. Viewing of the items by bidders who will have bought the bid document will be on 1st to 4th Dec 2014 between 10.00am – 4.00p.m. as the items are not warranted by Kenyatta National Hospital or the Auctioneers since they are being offered on "an is where basis."
 7. All payments shall be made to Kenyatta National Hospital in cash or bankers cheque.
 8. For any auction queries please contact the Senior Assistant Director, Supply Chain Management, Kenyatta National Hospital on Tel.No.2726300-9 Extension 43495 or Paul Githirwa of M/s Ideal Auctioneers on Tel.No.0721375293.

CHIEF EXECUTIVE OFFICER
KENYATTA NATIONAL HOSPITAL





MINISTRY OF EDUCATION SCIENCE
AND TECHNOLOGY

KISUMU POLYTECHNIC

ANNOUNCES COMPETENCY BASED SKILLS TRAINING PROGRAMMES FOR JANUARY/MAY/SEPTEMBER 2015 INTAKE

Applications January 2015 Admissions are CURRENTLY being processed. Suitably qualified applicants are invited for the following training opportunities available from January or May or September 2015

DIPLOMA IN ENGINEERING, SCIENCE & TECHNOLOGY PROGRAMMES

- Electrical and Electronic Engineering (Power Option)
- Mechanical Engineering (Plant/Production)
- Refrigeration and Air Conditioning
- Automotive Engineering
- Building Technology
- Civil Engineering
- Computer Studies
- Information Communication Technology
- Food & Beverage Management
- Analytical Chemistry
- Applied Biology

CERTIFICATE IN ENGINEERING, SCIENCE & TECHNOLOGY PROGRAMMES

- Electrical and Electronic Technology (Power/Telecommunication Options)
- Telecommunication Engineering
- Mechanical Engineering (Plant/Production)
- Marine Engineering
- Motor Vehicle Mechanics
- Certificate Building Technology
- Road Construction
- Information Communication Technology
- Science Laboratory Technology
- Food & Beverage Production, Sales & Service

DIPLOMA IN BUSINESS, ENTREPRENEURSHIP & LIBERAL COURSES

- Accountancy
- Business Management
- Sales and Marketing
- Supply Chain Management
- Secretarial Studies
- Human Resource Management
- Cooperative Development
- Entrepreneurship Development
- Project Management
- Social Work & Community Development

CERTIFICATE IN TECHNICAL TRAINING

- Electrical Installation & Maintenance
- Basic & Advanced Computer Repair & Maintenance
- Boiler Operation & Maintenance
- Plant Operation & Maintenance
- Refrigeration & Air Conditioning
- Metal Work Processes & Technology
- Motor Vehicle Mechanic
- Architecture
- Construction Technician
- Civil Engineering
- CISCO IT Essentials
- Food Preparation & Culinary Arts
- Food & Beverage Service

THREE YEAR TEP/KMLTIB DIPLOMA

Diploma in Medical Laboratory Sciences

Minimum Entry Requirement;
KCSE Mean Grade C (Plain). C (Plain) in Biology/Chemistry, English/Kiswahili. C- (Minus) Maths/Physics

CERTIFICATE IN BUSINESS, ENTREPRENEURSHIP & LIBERAL COURSES

- Business Management
- Sales and Marketing
- Supply Chain Management
- Secretarial Studies
- Human Resource Management
- Transport Management
- Project Management
- Social Work & Community Development

TEP/KMLTIB CERTIFICATE

Certificate in Medical Laboratory Sciences

Minimum Entry Requirement;
KCSE Mean Grade C (Minus). C (Plain) in Biology/Chemistry, English/Kiswahili. D+ (Plus) Maths/Physics

KASNEB COURSES

- Accounting Technician (ATC)
- Certified Public Accountant (CPA)
- Information Communication Technology Technician
- Certified Information Communication Technologist

KP&PB/KNEC Diploma in Pharmacy

Minimum Entry Requirement;
KCSE Mean Grade C (Plain); C (Plain) in Maths/Physics, English/Kiswahili; Chemistry & Biology

HIGHER DIPLOMA TRAINING PROGRAMS

Electrical Engineering (Power Option) Stage II
Secretarial Management
Human Resource Management
Entrepreneurship Studies

Last Reporting Date for January 2015 INTAKE is February 4th, 2015

Minimum Entry Requirement;
Relevant Diploma

DETAILS OF THE REQUIREMENTS AND FEES STRUCTURE ARE PROVIDED IN THE APPLICATIONS FORMS OBTAINABLE FROM THE ADMISSIONS OFFICE OR DOWNLOADED FROM www.kisumupoly.ac.ke.

- The application forms attached to copies of KCSE/KCPE Result Slips/Certificates, National ID Cards, and Leaving Certificates should be submitted to the Admissions Office during working hours.
- A non-refundable application fee of KShs 500 in the form of a crossed money order payable to the Principal Kisumu Polytechnic or Bank deposit slips of equal amount deposited into **KCB Kisumu Branch Account no 1103855980** or **Cooperative Bank Kisumu Branch Account 01129012042200** should accompany each application form.
- Limited Accommodation is available at KShs 15,000 per term.








For More Information, Contact or Email
registrar@kisumupoly.ac.ke or info@kisumupoly.ac.ke
Cellphone 0723446773
Technology Road, Behind Moi Stadium
P. O. BOX 143- 40100 KISUMU


www.kisumupoly.ac.ke

AN ISO 9001:2008 CERTIFIED INSTITUTION





Kenyatta University



Transforming Higher Education... Enhancing Lives

37TH GRADUATION CEREMONY

Kenyatta University will be celebrating its 37th Graduation Ceremony for ALL candidates who qualified during the **2013/2014 academic year** for the conferment of various degrees and the award of diplomas and certificates on **Friday, 19th December, 2014** at the **Graduation Square**.

1. GRADUATION FEES

The Graduation Fees are payable for the various awards as follows:

▪ Certificate and Diploma	-	3,000/=
▪ Bachelors Degree	-	3,500/=
▪ Postgraduate Diploma	-	5,000/=
▪ Masters Degree	-	5,000/=
▪ Doctorate Degree	-	6,000/=

All payments should be made by **Friday, 5th December 2014**, to any of the following Kenyatta University Accounts:

▪ Cooperative Bank of Kenya	-	A/C No. 011-296-246-1400
▪ Family Bank	-	A/C No. 045-000-023-316
▪ National Bank of Kenya	-	A/C No. 010-035-915-0801
▪ Equity Bank	-	A/C No. 018-029-051-8859

2. ACADEMIC ATTIRE

All graduands will be required to be in full academic attire during the ceremony. The attire will be issued at respective Schools from **Monday 8th to Wednesday 17th December 2014** during working days upon payment of the graduation fees.

3. RETURN OF ACADEMIC ATTIRE

All graduands are expected to return the academic attire latest by **9th January, 2015**, after which a fine of **Ksh 500.00** per day will be levied for any attire returned after the deadline.

4. REHEARSAL

It is **MANDATORY** that all graduands, who wish to participate in the ceremony, attend the rehearsal at the Graduation Square on **Thursday, 18th December 2014** at **9.30 a.m.** Graduands attending the rehearsal should be seated by **9.00 a.m.**

5. GRADUANDS' PROCESSION

All graduands will enter the Graduation Square in a procession. The procession will form at **7.30 a.m.** with all the graduands lined according to their respective Schools. The procession will enter the Graduation Square at **8.00 a.m.** Only graduands who will be in the procession will be allowed into the Graduation Square for the Graduation Ceremony.

6. TIME


The Graduation Ceremony will start promptly at **8.45 a.m.** Late comers will not be allowed into the Graduation Square once the ceremony has started.

ENQUIRIES


For further information please contact:
Office of the Registrar (Academic)
Telephone: 020 870 3061/020 870 3092
Email: registrar-acad@ku.ac.ke
Chat: chat.ku.ac.ke
Website: www.ku.ac.ke
Cell Phone: 0731 008 894/0786 335 111

Congratulations to all graduands.

REGISTRAR (ACADEMIC)



Kenyatta University... ISO 9001:2008 Certified



This Advertisement is also available on the University Website: www.ku.ac.ke



Briquette Factory Manager (Ref: AOT-001)

As a leading independent leaf tobacco merchant, Alliance One International, Inc. provides worldwide service to the large cigarette manufacturers. Multinational manufacturers of consumer tobacco products rely on independent merchants such as Alliance One to supply the majority of their leaf. Alliance One purchases tobacco in more than 45 countries and serves manufacturers of cigarettes and other consumer tobacco products in over 90 countries. Alliance One Tobacco (Kenya) Limited is a fully owned subsidiary of Alliance One International Inc. and is involved in growing, processing, marketing and exporting tobaccos. The Company is seeking to recruit a high calibre, results oriented, experienced and highly skilled professional for the position of Briquette Factory Manager.

The role

Reporting to the Leaf Production Director, this position will coordinate and manage processing of Bagasse into Briquettes to the required customer specifications and be responsible for general supervision of all phases of factory operations including production, quality control, maintenance, receiving, and shipping. The job holder will be responsible for recruiting, hiring and training personnel, and facility/physical plant up-keep and capital improvements. In addition, s/he will be responsible for annual budget planning and execution and will work closely with the production team to increase productivity.

The person

The ideal candidate will possess a Bachelor's degree in Mechanical/ Electrical Engineering or other related field. The candidate should also possess more than three (3) years' progressive experience in a busy manufacturing facility.

The offer

If your career aspirations match this exciting opportunity, please write in confidence quoting the position title and reference number on the subject of the email or cover letter on or before **Friday 12th December 2014**. A detailed job profile can be accessed at www.kpmg.com/eastafrica. Applications including your curriculum vitae, a working e-mail address, daytime telephone contacts, qualifications, experience, present position, current remuneration, names and addresses of three referees should be emailed to esdao@kpmg.co.ke.

Applicants will also be required to provide the following:

- 1) A reference letter from their immediate past employer.
- 2) A character reference from an individual who has known the applicant for at least three (3) years.

Only short-listed candidates will be contacted

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Recruitment for Sales and Marketing Manager Reference No: TTEA/SMM01/14

Our client, Toyota Tsusho East Africa Ltd (TTEA) is a wholly owned subsidiary of Toyota Tsusho Corporation, originally founded as a trading and supply-chain specialist of the Toyota Group. Toyota Tsusho East Africa has evolved to form a multi-business enterprise, comprising automotive and non-automotive business, strategically located to ensure optimal service and delivery output to all customers. Currently, TTEA is seeking to recruit a high calibre, results oriented, experienced and highly skilled professional for the position of **Sales and Marketing Manager** to lead the sales and marketing function of the fertilizer business.

This is an exciting opportunity for an experienced sales and marketing professional with a demonstrable track record dealing in agricultural inputs; and in establishing, developing and retaining a high performing sales team. Should you be appointed to this role, you will provide leadership and expertise to deliver efficient and focused sales and marketing strategies, in order to achieve the Company's strategy, growth and profit objectives. You will lead the sales and marketing operations ensuring continued business growth and customer retention.

Do you possess a Bachelor's degree in Business, Agriculture, Chemistry or related degree with at least five (5) years of sales and marketing experience in selling agricultural inputs with proven field experience with distributors? Do you possess demonstrated experience managing and leading high performance sales and marketing teams? This is a great opportunity to apply your skills and experience!

If this sounds like a job for you, please write in confidence quoting the position title and reference number on the subject of the email or cover letter and send to us on or before **Friday 12th December 2014**.

A detailed job profile can be accessed at www.kpmg.com/eastafrica. Applications including your curriculum vitae, a working e-mail address, daytime telephone contacts, qualifications, experience, present position, current remuneration, names and addresses of three referees should be emailed to esdtea@kpmg.co.ke.

Only short-listed candidates will be contacted

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VACANCY

PROCUREMENT OFFICER

Gusii Mwalimu SACCO Society Limited, a well established SACCO in Kenya wishes to strengthen its Corporate strategy by recruiting a result oriented Procurement Officer. Reporting to the Procurement Manager, the officer will be responsible for the following:-

Key result areas will include:

- Ensure adherence to the public procurement and disposal act, public finance management act, through ensuring the participation of members of all relevant departments in the tender/ procurement committees in the preparation and evaluation of tenders.
- Source and place orders correctly for all centralised SACCO goods and services to meet operational requirements for GMS and client events.
- Optimize use of computerised procurement and stock Control in the main SACCO System
- Report immediately any supply chain or delivery issues that may compromise the supply of goods or services to the Procurement Manager.
- Ensure goods received to the SACCO match the purchase order requirements in terms of pricing, quantity, and quality reporting non conformances
- Report supplier non conformances in contracted terms to Procurement Manager and Management.
- Ensure all procurement activities conducted within delegations of authority and that appropriate approvals have been provided prior to issuing purchase order for goods or services.
- Preparation and handling of procurement planning, coordination of supplies management
- Prepare reports and answer audit queries from relevant government organs of PPOA, SASRA etc.
- Disposal of stores and equipment
- Enforcement of government procurement regulations, systems and procedures
- Initiation of procurement policy, review, and updating of existing regulations supplies management instructions and inspection
- Preparation of tender documents

Requirements for appointment

- Be a Kenyan citizen aged between 35-45 years.
- A degree in procurement and supply chain management or its equivalent from a recognized institution
- Must have good knowledge in the preparation and execution of annual procurement plans
- Minimum of 3 years relative experience in purchasing and supplies management
- Member of the institute of supply chain management
- Must be computer literate
- Exceptional personal integrity and relationship management and team building skills.

How to Apply:-

Send your Application including a detailed CV, Copies of your certificates and testimonials to reach the address below not later than 10th December 2014.

The Chief Executive Officer,
Gusii Mwalimu SACCO Ltd.
P. O. Box 1335- 40200, KISII.

Gusii Mwalimu SACCO is an equal opportunity employer. Canvassing will lead to automatic disqualification.



JOB ADVERTISEMENT GOVERNANCE ADVISOR

Background

The Canadian Cooperation Office (CCO), managed by PricewaterhouseCoopers, is the Programme Support Unit (PSU) of Canada's bilateral development assistance programme in Kenya. Canada's development assistance in Kenya aims to help improve the quality of primary education, especially for girls, with a crosscutting focus on democratic governance. The programme has also begun to lay ground for an enhanced focus on sustainable economic growth programming, including in the natural resource sector.

The Position

The CCO is seeking the services of a Governance Advisor for a six-month contract, with the possibility of extension for a further 18 months. The Advisor will provide field level advice and expertise on technical and policy matters relating to governance to Canada's bilateral development assistance program in Kenya. The Governance Advisor will provide technical support to all stages of Canada's programming in the education and sustainable economic growth sectors, including research, planning, design, monitoring and management. The Governance Advisor may also be called upon to provide governance expertise for Canada's other development programs, including regional, multilateral, and Partnerships for Development Innovations programs.

How to Apply

For more information and instructions on how to apply, please visit our website www.cida-cco.org. Only shortlisted candidates will be contacted. Applications must be received not later than 16:00 Hours on **11th December 2014**.



VACANCY ANNOUNCEMENT

**Consultant: Market Study on Ware Potato
{Open to national or international applicants}**

SNV Netherlands Development Organisation seeks an inspirational individual to work with SNV Kenya as a **CONSULTANT for Market Study on Ware Potato**. In this case, Netherlands Development Organization (SNV) Kenya and Centre for Development Innovation (CDI), Wageningen UR are jointly working in identifying information / knowledge gaps that exist in the marketing and consumption of ware potatoes in Kenya.

You will find details of this consultancy in the link below. The successful candidate will be an experienced agri-business specialist with value chain and market analysis experience with excellent networking capabilities and demonstrated knowledge and experience in Agriculture Sector development. S/he must also have a business attitude.

For full details regarding this exciting opportunity, visit:
<https://snv.devhire.devex.com/jobs/330464>

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Attention University Students! Register for ACCA and get exemptions to help you obtain your first class Accounting

qualifications faster. Unlock a whole world of opportunities. Save time and register now.

ACCA

Please call us on 020 2730728/ 9 or + 0736 730731/ 0724255918. You can also e-mail us on acca.kenya@accaglobal.com



VACANT POSITIONS

Africa Harvest Biotech Foundation International (AHBFI or Africa Harvest) is an International Agricultural Technology Development and Dissemination Foundation incorporated in the United States of America as a non-profit organization. It has its headquarters in Kenya and operational regional offices in Johannesburg, South Africa, Toronto Canada and Washington D.C in the U.S.A. The vision of Africa Harvest is ‘to be a lead contributor in making Africa free of hunger, poverty and malnutrition’ while the mission is ‘to apply innovative approaches to impact rural communities through sustainable agricultural development’. The Foundation seeks to empower rural communities in Africa by providing appropriate technologies to boost their food production and income.

Africa Harvest is seeking motivated individuals to fill the following positions:-

FINANCE, ADMINISTRATION AND HUMAN RESOURCES MANAGER. Primary responsibilities: Financial management, Administration, and Human Resources Management. Academic Qualifications: Master’s degree in Business, Human Resources management or related field; Bachelor of Commerce in Accounting or Finance, Business or related field. Professional Qualifications: CPA(K) or ACCA and Higher National Diploma in Human Resource Management. Experience: Above 5- years relevant experience of which 3 should be in a senior role Key Competences: <ul style="list-style-type: none">• Leadership skills• Excellent interpersonal, negotiation and communication skills• Ability to work in a team	<ul style="list-style-type: none">• Integrity• Leadership and management skills• Ability to work under pressure and meet deadlines ACCOUNTANT Primary responsibilities: Facilitate payments; book keeping and support the Finance Manager in day to day accounting work Academic Qualifications: Bachelor’s degree in Commerce, Accounting, Business or related field Professional Qualifications: CPA – K / ACCA Experience: Minimum 3 years’ of relevant experience. Key Competences: <ul style="list-style-type: none">• Good communication and Interpersonal skills,• Integrity• Analytical skills• Proactive and self-driven
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For detailed job description, visit our website www.africaharvest.org/jobs
All applications should be sent with current CV, cover letter explaining your suitability for the job, salary and benefits expectations and three names of your referees.
Only electronic applications should be submitted by Thursday, 11 December, 2014 to:
The Deputy Chief Executive Officer
Africa Harvest
Village Market, Nairobi, Kenya.
E mail: jobs@africaharvest.org
Only short listed candidates meeting the required qualifications will be contacted.



VACANCY ANNOUCEMENT:
VARIOUS POSITIONS – OVC PROJECT,
BASED IN NAIROBI AND COAST COUNTIES

Background
Plan International is a global organization that works side by side with communities in 50 developing countries to end the cycle of poverty for children and their families. Plan works at the community level to develop customized solutions and ensure long-term sustainability. Our solutions are designed up-front to be owned by communities and range from clean water and healthcare programs to education projects, economic empowerment, child protection initiatives and youth civic engagement. Across program areas, Plan’s activities are guided by a Child-Centered Community Development (CCCD) approach, which is rights-based, holistic, gender-sensitive, and inclusive.

Plan International Inc. Kenya is seeking to recruit for the following positions for the \$42 million USAID Support for Orphans and Vulnerable Children in Nairobi and Coast Counties of Kenya project. The positions are contingent upon award of the project by the donor.

1. **OVC Manager**
 2. **Finance Manager**
 3. **Monitoring and Evaluation Specialist**
 4. **Economic Strengthening/ Livelihoods Specialist**

Plan Kenya is a development organization uniting people to advance the rights of all children. Accordingly, we are an equal opportunity employer and employment is subject to our child protection standards including appropriate background checks and adherence to our Child Protection Policy.

To access the full job description and make an online application, please visit our recruitment portal (<http://plan-international-kenya.org/jobs/>) and send a cover letter, USAID 1420 biodata form, and resume in English. The biodata form can be downloaded separately from the recruitment portal alongside the job descriptions under the title USAID1420 Biodata Form. Applicants who fail to meet the application criteria may be disqualified. The deadline for applications is **7th December 2014**.

We regret that only short listed candidates will be contacted.



VACANCY

Jhpiego, an affiliate of Johns Hopkins University, is recruiting for a USAID health service delivery program in **Juba, South Sudan**. Operating in the stable Central and Western Equatoria States of South Sudan, this program aims to improve coverage and quality of PMTCT services, in line with the newly issued 2013 WHO guidelines and the South Sudan national guidelines for the provision of antiretroviral therapy, emphasizing use of PMTCT option B+.

PMTCT Technical Director

Reporting to the Chief of Party, the PMTCT Technical Director will provide technical and program oversight and direction in PMTCT to a 5-year USAID-funded, primary health care for HIV services project in South Sudan. Responsibilities of the PMTCT Technical Director include providing leadership and technical guidance in the development and implementation of relevant activities under the leadership of the Chief of Party and Jhpiego Technical Directors and utilizing and contributing to cross-cutting approaches, such as equity, quality and a gender-sensitive approach. This position will ensure the technical and methodological soundness of activities and, in collaboration with the project team and donor, support the design of service delivery strategies, based on sound and current scientific evidence.

Responsibilities:

- Provide technical oversight, strategic direction and ensure appropriate support for the implementation of PMTCT program activities
- Develop and/or review evidence-based clinical training materials, job aids, and curricula, supervisory systems and other training materials needed for implementation of PMTCT activities
- Guide the integration of HIV services within the integrated package of primary health care services in South Sudan
- Provide assistance, mentoring and capacity building in:
 - improving continuity of care and follow-up for HIV-positive mothers and infants;
 - ensuring the quality of rapid HIV testing and routine, confidential CT capacity;
 - strengthening the relationships between the community and the health facilities;
 - integrating couples counseling within PMTCT services;
- Oversee the development of ANC as the main entry point for all PMTCT services and other RH activities
- Coordinate assessments, site strengthening, follow-up and supervision, advocacy, demand creation, policy support, capacity-building and M&E across program sites as required by program activities
- Actively participate in all Technical Advisory Group Meetings, and represent Jhpiego in professional forums by participating and presenting in pertinent meetings and conferences, as well as technical working groups
- Formulate and test sustainable solutions to training, service delivery gaps, utilizing cross-cutting approaches such as performance and quality improvement and in-service training/pre-service education
- Guide MOH, professional associations, other national stakeholders in the revision/development of evidenced-based standards for competency in PMTCT
- Mobilize international level clinical/technical expertise to resolve clinical issues that shape or effect local public policy or program design.
- Provide technical leadership to the development the project strategic plan, work plan, and program monitoring, in close collaboration with MOH, USAID, other stakeholders

Qualifications:

- A clinical degree with at least 7 years’ experience specific to PMTCT
- At least 5 years’ experience contributing technical leadership to projects of at least \$5 million per year value, preferably in South Sudan or the East Africa region
- Demonstrated skills in at least two or more of the following technical areas: strengthening service delivery programs, training, pre-service education, performance and quality improvement, monitoring and evaluation
- Experience with a mix of practical technical skills in PMTCT necessary for service delivery at the regional, national, clinical and community-level
- Ability to liaise with senior MOH officials and dignitaries, executives of NGOs, FBOs, CBOs, the for-profit business community, and senior members of the donor community
- Demonstrated in-depth understanding of South Sudan’s healthcare system, particularly the public health system; experience living and working in South Sudan preferred
- Strong oral, written communication and presentations skills in English; Strong skills in word processing and Excel spread sheets
- Familiarity with USAID and PEPFAR administrative, management and reporting procedures and systems
- Proven track record managing a project team composed of several technical experts and fostering team work
- Ability to travel up to 50% of the time

For more information and to apply to this program slated to begin in February 2015, please visit:
www.jobs-jhpiego.icims.com

South Sudanese applicants strongly encouraged to apply.



VACANCIES

Catholic Diocese of Lodwar in pursuit of its vision; “ **A family of Christians deeply committed to a holistic transformation in Jesus Christ who wants all to have life to the full**”, has been a strong partner with **Trocaire** an Irish NGO for over 15 years and together have implemented a number of humanitarian, emergency and recovery programmes, as well as justice and peace in Turkana. **Diocese of Lodwar(DOL) – ASAL Resilient Programme (ARP)** Loima Project is a **DFID Trocaire** funded project for three years, an intervention focusing on building livelihoods’ resilience among pastoralist and agro-pastoralist communities in Kalemnyang and Turkwell in Turkwell Division and Lokirama, Lorengippi and Namoruputh in Loima Division (Loima District). Diocese of Lodwar seeks applications from qualified persons to fill the following positions:-

Job Title: VETERINARY OFFICER. Lodwar based with travel throughout Turkana County.
The Role Purpose
Reporting to Project Coordinator, the successful candidate will lead the livestock health component of the project. This will include the coordination and overall supervision of disease surveillance, vaccinations, operation of mobile health teams and agro-vet units.

Qualifications
BSc in Veterinary or its equivalent.Must be registered with Kenya Veterinary Board. Fluent written and spoken English, Kiswahili and knowledge of Ng’aturkana would be an added advantage. Excellent interpersonal and communication skills, both written and oral. Dynamic and willing to take initiative.

Job Title: MONITORING AND EVALUATION OFFICER . Lodwar based with travel throughout Turkana County.
The Role Purpose
Reporting to the Project Coordinator, the successful candidate will be Monitoring and evaluating project activities for measurement of results and appropriate reporting.

Qualifications
Bachelor degree in Project Management and Development Studies. At least 2 years relevant professional M&E experience and experience of working closely and in participation with local communities in the development and implementation of M&E systems. Understanding of donor expectations and trends for M&E. Experience producing timely, detailed, accurate and informative reports to meet organisational and donor requirements. Demonstrated ability to transfer knowledge to diverse audiences through training, mentoring, and other formal and non-formal methods. Participate actively in team and programme meetings.

Interested candidates meeting the above qualifications are required to submit a covering letter quoting **Job title** and **Project Title** with their updated Curriculum Vitae, copies of certificates, testimonials and email address/contacts of three referees and day time telephone. Address the Application to: **Human Resource Officer, Diocese of Lodwar, P.O. Box 101 – 30500, LODWAR** Or Email: **recruitment@dol.or.ke**. The application should reach Diocese of Lodwar Office on or before **11th December, 2014**. Only shortlisted candidates will be contacted.



Kenya National Commission on Human Rights
1st Floor, CVS Plaza, Lenana Road, P.O. Box 74359 - 00200, Nairobi - Kenya.
Tel: 254-20-2717908/2717928/2717256/2712664, Fax: 254-20-2716160
Email: haki@knchr.org

VACANCY

The Kenya National Commission on Human Rights (KNCHR) is an independent National Human Rights Institution created by Article 59 of the Constitution of Kenya 2010 and established by the Government of Kenya through an Act of Parliament (the Kenya National Commission on Human Rights Act, 2011) and under the United Nations Paris Principles. KNCHR's mandate includes furthering the protection and promotion of human rights in Kenya, acting as a watchdog over the Government in the area of human rights, and the provision of Leadership in moving the country towards a human rights state. KNCHR fulfils its human rights mandate through a number of programmes, including Research and Compliance, Public Education and Training, Complaints and Investigations, Redress and Economic, Social and Cultural Rights. The Commission's main office is in Nairobi with four regional offices in Wajir, Kitale, Mombasa and Kisumu. Officers may serve in the Head Office or in any of the regional offices.

KNCHR hereby invites applications for the following position in its head office:

Senior Human Rights Officer – Redress (Ref: KNCHR/ADM/SHRO/11/14)

The detailed Job Description has been posted on the Kenya National Commission on Human Rights website, www.knchr.org for interested candidates to view before applying.



P.O. Box 29840-00202 • Nairobi, Kenya
Tel: + 254 20 2717817, 2718156 • Fax: + 254 20 2718256

ICAP at Columbia University (CU) seeks a suitable applicant for an upcoming health program in Kenya.

Applications are invited for the following position:

Health Systems Strengthening (HSS) Advisor Location: Mombasa

Key Responsibilities:

The HSS Advisor will report to the Chief of Party and will be the technical lead responsible for the result: Strengthened County Health Systems, specifically Governance and Strategic Planning, Health Products and Technology/Commodities, Human Resources for Health (HRH), Strategic Monitoring and Evaluation and Referral Systems. This position ensures a seamless link between service delivery interventions and county capacity and systems development. He/she will be knowledgeable with the issues around devolution and the functions and organization of the county government, particularly the county health management teams and their capacity gaps. He/she will advise the Chief of Party and the project team on Health Systems Strengthening matters related to the program and manage staff in this respect, if any. He/she will work closely with county officials.

Minimal requirements:

At a minimum, the HSS Advisor will have:

- Minimum Master's degree in health policy and administration, health sector development, public health or related field.
- Minimum seven (7) years of relevant, senior-level professional experience managing and implementing health systems strengthening programs in the areas listed above with a minimum of (5) years' experience in sub-Saharan Africa, Kenya experience preferred.
- Five (5) years demonstrated experience in managing and supervising a team and project design.
- Demonstrated ability to work effectively with government representatives, for-profit private sector entities, local community organizations, donors and other stakeholders, particularly at the sub-national level.
- Professional level of oral and written fluency in English language

Application Instructions

Note: This is a local hire position and the successful candidate will be an employee of ICAP in Kenya subject to the local terms and conditions of employment which includes a competitive salary and benefits package. This position is contingent upon project award and funding.

All applications including a current CV, telephone number and 3 professional referees (current or previous supervisors with their telephone numbers and Email addresses) should be sent to the HR and Administration Manager, ICAP, icap.vacancies@gmail.com on or before **12th December 2014**. Only shortlisted candidates will be contacted.

ICAP is an equal opportunity employer.



VACANCY ANNOUNCEMENT

Concern Worldwide is a non-governmental, international humanitarian organization dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world's poorest countries.

Applications are invited from qualified Kenyan nationals for the following position:

JOB TITLE:	FINANCE OFFICER – PROGRAMME SUPPORT UNIT (PSU)
DUTY STATION:	BASED IN NAIROBI WITH LIMITED TRAVEL TO FIELD LOCATIONS
CONTRACT TYPE:	ONE YEAR RENEWABLE

JOB SUMMARY:

As the Finance Officer (PSU) s/he will primarily focus on ensuring all the fundamental accounting functions (bank, cash, authorisation controls) operate effectively in Nairobi and in compliance with Concern procedures. S/he will make sure that PSU accounts are completed timely with proper budget codes, correct amounts and correct allocation rates. S/he will release monthly recharges to other country programmes and update the headquarter office on the same. S/he will monitor the bank balances; reconcile bank and cash accounts, balance sheet accounts including other countries holding accounts. S/he will also conduct partner financial assessment, partner capacity building and monitoring of partner budgets & reports.

PERSON SPECIFICATION:

- Accounting qualification, CPA III or equivalent
- A Bachelor's degree in Accounting
- Minimum of 2 years' experience working in similar position
- Experience working with an INGO and in an emergency context is an added advantage
- Excellent computer skills, attention to details, a team player and able to work under pressure

A detailed ToR for this position may be obtained by sending an email to the following address:

concern.kenyavacancies@concern.net

Interested candidates, who meet the above requirements, should apply by sending a CV and a covering letter with the subject 'FINANCE OFFICER – PROGRAMME SUPPORT UNIT (PSU)' addressed to:- The Human Resource Manager, Concern Worldwide to the following email address: nairobi.hr@concern.net

Each application should include at least three referees who can validate technical expertise. Telephone contacts must be submitted with the application.

The closing date for applications is **Sunday, 7th December, 2014**. Only short-listed candidates will be contacted for interview.

Concern's Programme Participant Protection Policy and the Concern Code of Conduct have been developed to ensure the maximum protection of programme participants, especially beneficiaries, from abuse and exploitation

Concern Worldwide is an equal opportunity employer

COUNTY GOVERNMENT OF NAKURU



NAKURU COUNTY PUBLIC SERVICE BOARD

(RE-ADVERTISEMENT)

VACANCY LIST NO. 02 of 2014

The Nakuru County Public Service Board wishes to invite applications from candidates who have the requisite qualifications to fill the following vacancies:-

1). SUB-COUNTY ADMINISTRATORS- 11 POSTS (JOB GROUP "Q")

Salary Scale: shs. 89,748 - 120,270; House Allowance: shs. 40,000;
Other Allowances: shs. 14,000

Terms of Service: Permanent

Duties and Responsibilities:-

The Sub-County Administrator shall be responsible for the coordination, management and supervision of the general administrative functions in the Sub-County unit, including:-

- The development of policies and plans;
- Developmental activities to empower the community;
- The provision and maintenance of infrastructure and facilities of public services;
- Exercise any functions and powers delegated by the County Public Service Board;
- Facilitation and coordination of citizen participation in the development of policies and plans and delivery of services.

In carrying out the functions and obligations, the Sub-County Administrator shall be responsible to the relevant County Chief Officer.

Requirements for Appointment:-

- Be a Kenyan Citizen.
- Be a holder of a first degree in Public Administration, Political Science, Human Resource, Development Studies or any other relevant Social Science degree from a recognized university in Kenya;
- Must have served as a senior Administrative Officer at not below **Job Group "N" or its equivalent** for at least **3** years in the Public or Private Sector.
For a direct entry to **Job Group "Q"**, you must be a holder of a relevant Masters Degree and at least ten (10) years relevant experience in an administrative and managerial position.
- Satisfy the requirements of Chapter six (6) of the Constitution.

2). DEPUTY SUB-COUNTY ADMINISTRATORS: - 11 POSTS (JOB GROUP "P")

Salary Scale: shs. 77,527 - 103,893; House Allowance: shs. 40,000;
Other Allowances: shs.12,000

Terms of Service: Permanent
Requirements for Appointment

- Be a Kenyan Citizen.

- Be a holder of a first degree in Public Administration, Political Science, Human Resource, Development Studies or any other relevant Social Science degree from a recognized university in Kenya;
- Must have served as a senior Administrative Officer at not below **Job Group "M" or its equivalent** for at least **3** years in the Public or Private Sector.
For a direct entry to **Job Group "P"**, you must be a holder of a relevant Masters Degree and at least ten (10) years relevant experience in an administrative and managerial position.
- Satisfy the requirements of Chapter six (6) of the Constitution.

HOW TO APPLY

All applications should be submitted in a **sealed envelope** and addressed to: -

**THE SECRETARY,
COUNTY PUBLIC SERVICE BOARD,
NAKURU COUNTY,
P.O. BOX 2870 – 20100, NAKURU**

OR

Hand delivered at the Board Offices situated at **Giddo Plaza** along George Morara Avenue.

Important Information to all candidates:-

- The Applicants with Foreign Degrees should get clearance from Commission for University Education (CUE).
- Remuneration package for persons serving in the Public Service of County Governments is as advised by the Salaries and Remuneration Commission and is subject to review by the Commission from time to time.
- Applications should reach the Secretary, County Public Service Board on or before **Thursday 11th December, 2014**. Only shortlisted candidates will be contacted.
- All applicants should attach copies of:-
 - a) Certificate of Good Conduct.
 - b) Compliance Certificate from KRA.
 - c) Clearance from EACC.
 - d) Clearance from HELB.

Nakuru County Government is an equal opportunity employer and persons with disability, youth, women and marginalized groups are encouraged to apply.



Nairobi City Water & Sewerage Company Ltd.

Improving Reliability

KAMPALA ROAD • P.O. Box 30656 - 00100, Nairobi, Kenya
Tel: +254 20 3988 598 / 000 • E-mail: info@nairobiwater.co.ke
www.nairobiwater.co.ke



...Improving Reliability

EXPRESSION OF INTEREST

Country: Kenya

Project: NAIROBI SANITATION OBA PROJECT

GRANT NO: P131512

REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – FIRMS SELECTION)

Title: CONSULTANCY SERVICES FOR THE OUTPUT-BASED AID (OBA) INDEPENDENT VERIFICATION AGENT (IVA)

Ref No: C001

Contract No: NCWSC/12/2014/15

- The **Nairobi City Water and Sewerage Company Limited** has received funds from the World Bank (WB) with the support of the Global Partnership on Output Based Aid (GPOBA) and Water and Sanitation Program (WSP - Af) towards meeting the cost of Sanitation improvement in low income urban areas and intends to apply part of the funds to cover eligible payments under the contract for consulting services:
- The consulting services shall include:
 - Baseline study**
 - Development of Project Details
 - Baseline assessment
 - Development of activities on Site as per assignment
 - Assessment of Coverage based on a significant sample analysis
 - Assessment of the Level of Service
 - Develop Summary of Output Target Level attained
 - Output Verification – This shall certify that the**
 - number of connections achieved for which the subsidy payment is requested is real,
 - quality of the outputs complies with agreed standards, and
 - claimed output reimbursement is consistent with agreed unit reimbursement.
 - Make recommendations on disbursement amount of the OBA subsidy to the Project Implementing Agency by World Bank.
- The **Nairobi City Water and Sewerage Company Limited** now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:
 - Previous experience in similar assignments
 - Experience in similar conditions;
 - Availability of appropriate skills among sta.
- The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's **Guidelines: Selection and Employment of Consultants [under IBRD Loans and IDA Credits & Grants] by World Bank Borrowers** (January 2011) ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.
- Consultants may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications.
- A Consultant will be selected in accordance with the Quality- and Cost-Based Selection (QCBS) method set out in the Consultant Guidelines.
- Further information can be obtained at the address below or from Supply Chain Manager on weekdays during office hours 0800 to 1700 hours excluding lunch hour (13:00 – 14:00pm) and public holidays.
- Expressions of interest must be delivered in a written form to the address below (in person, or by mail or by e-mail) **by Monday 15 December, 2014.**

Managing Director
Nairobi City Water & Sewerage Company Ltd
Kampala Road, o Enterprise Road
P O Box 30656-00100
Tel. 254 020 3988000/534
Nairobi, Kenya
Email: info@nairobiwater.co.ke

www.nairobiwater.co.ke

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demographic groups



DAILY NATION

REPUBLIC OF KENYA



MINISTRY OF AGRICULTURE, LIVESTOCK & FISHERIES



NATIONAL IRRIGATION BOARD (NIB)

ISO 9001:2008 Certified

INVITATION FOR BIDS (IFB)

PROJECT NAME: **Rwabura Irrigation Development Project**
CONTRACT NAME: **Construction Works of Rwabura Irrigation Development Project, Kiambu County, Republic of Kenya**
IFB NO.: **NIB/T/012/2013-2014**
DATE: **28th November 2014**

- The Spanish Ministry of Industry, Tourism and Commerce, nowadays Ministry of Economy and Competitiveness, has made financial facilities available to the Ministry of Finance of the Republic of Kenya, by means of a concessional loan charged against the Fund for the Internationalization of the Spanish Companies (hereinafter referred to as the "FIEM") in order to finance the contracting of "Rwabura Irrigation Development Project" (hereinafter referred to as the "Project").
- The National Irrigation Board of the Republic of Kenya, (hereinafter referred to as the "Contracting Authority"), a Government parastatal under the Ministry of Agriculture, Livestock and Fisheries established in 1966 by an Act of Parliament, Chapter 347 of the Laws of Kenya, now invites only Spanish Companies, or its Joint Ventures or Consortia, that are eligible and duly comply with the economic, technical and financial solvency criteria established within the Bidding Documents, to submit their sealed Bids in order to execute the Project under a "turnkey" modality in accordance with the Bidding Documents.
- Bidding will be conducted through the procedures in accordance with the guidelines contained in the Financial Cooperation Program between the Government of Kenya and the Government of Spain signed in 2009 and is only open to Spanish companies having proven experience in construction of irrigation infrastructure.
The method of procurement chosen is a "one stage-three envelope bidding procedure". Bidders shall submit three sealed envelopes, the first containing administrative documents, the second containing technical proposals and the third containing price proposals, submitted simultaneously in one outer single sealed envelope.
- A complete set of bidding documents in English only shall be available for collection in Kenya by interested Spanish companies or their authorized representatives, in the period **28th November, 2014 - 18th December, 2014** upon payment of non-refundable cost of Kes. 5, 000 payable in cash at cashier's office at the address specified in Clause 5 below. Late collection for Bidding Documents will be rejected.
The Bidding Documents will be given in hand to duly authorized representatives of the interested Bidders at the address specified in Clause 5 below.
- The address for collection of the Bidding Documents and registration in Kenya is:
National Irrigation Board (NIB)
Unyanyizi House, Basement Floor, Room 109
Lenana Road, Hurlingham
Nairobi, Kenya
Tel: +254-20-2711380/468
Fax: +254-20-2722821/2711347
E-mail: purchasing@nib.or.ke
Time: From 9.00 a.m. to 5.00 p.m. (Kenyan Time)
- Bidders shall register at the time of collection of the Bidding Documents by submitting to the Contracting Authority a Letter of Registration including the following information:
 - Name of the Bidder (for the case of Joint Venture or Consortium, the names of all members shall be listed, stating the member which shall act as leader during the Bidding Process);
 - Contact details to which any communication from the Contracting Authority should be sent (name and title of person in charge, fax number, postal address and e-mail address);
 - Letter of Appointment towards the duly authorized representatives of interested Bidders for this particular Project (Spanish or Kenyan company as the case may be). Such authorized representatives shall be limited to act on behalf of the Bidder for the Bidding Documents' obtaining and/or for attending the Clarification Meeting and the Site Visit and Bid Opening Session, and not for exchanging communications with the Contracting Authority on behalf of the Bidder.
- A confirmation of registration will be extended by the Procurement Unit of the Contracting Authority evidencing that the Bidder has duly fulfilled the registration procedure. A copy of the Letter of Registration and the Letter of Appointment shall be sent by the Bidder to the Head of the Spanish Economic and Commercial Office in Kenya at the following address:

Economic and Commercial Office of the Spanish Embassy in Nairobi, Kenya
CBA Building, 3rd Floor
Mara & Ragati Rd Upperhill
P.O. Box 20961-00202
Tel: +254 20 2711434 / +254 20 2714111 / +254 20 2712450 / +254 20 2712451
Fax: +254 20 2711432
E-mail: nairobi@comercio.mineco.es

- A mandatory Clarification Meeting and a Site Visit will be held on **13th January 2015 at 10.00 a.m. (Kenyan Time)** at Gatundu South Sub-County Agricultural Office, Gatundu Town, Republic of Kenya.
At this meeting, the Contracting Authority shall announce the list of the companies which have obtained the Bidding Documents and have been duly registered. Only these companies shall be invited to the Clarification Meeting and the Site Visit.
- Completed Bids addressed to the address specified in Clause 10 below are to be enclosed in plain sealed envelopes, marked with the Contract Name and IFB No and be deposited in the tender box provided at the ground floor, Unyanyizi House (Main Building), Lenana Road, Nairobi, Kenya to be received on or before **11th February 2015 at 12.00 noon (Kenya Time)**. Bulky bids to be delivered at Room 109, Unyanyizi House (Main Building), Lenana Road, Nairobi, Kenya before the stated submission deadline. Late bids will be rejected.
- Bids will be opened on **11th February 2015 at 12.15 p.m. (Kenyan Time)** in the presence of duly authorized representatives of Bidders wishing to attend and a representative of the Spanish Economic and Commercial Office at the address below:
Nile Basin Board Room
National Irrigation Board (NIB)
Lenana Road, Hurlingham
Nairobi, Kenya
Tel: +254-20-2711380/468
Fax: +254-20-2722821/2711347
E-mail: purchasing@nib.or.ke
- All bids must be accompanied by a Bid Bond duly issued by a bank of renowned international prestige in the amount of EUR 100,000.00 (one hundred thousand euro valid for a time period of One Hundred and Fifty (150) calendar days after opening of bids.
- One (1) hard copy and One (1) electronic copy of each of the submitted bids shall be given to the representative of the Spanish Economic and Commercial Office at the time of the opening of bids.



KENYA REINSURANCE CORPORATION LIMITED

PRE-QUALIFICATION OF SUPPLIERS FOR YEAR 2015 AND 2016- KRC 2014/323

The Kenya Reinsurance Corporation Ltd wishes to invite all eligible and qualified firms including those owned by Youth, Women and Persons with Disability (Special Groups) to submit sealed applications for purposes of pre-qualifying suppliers of goods, works and services for the period 2015-2016 under categories listed below.

CATEGORY	ELIGIBLE BIDDERS		
1 Supply and delivery of General Office Stationery	Reserved for Persons with Disabilities	47 Private Investigators	Open to all bidders
2 Supply and delivery of Office Furniture and equipment/Repair	Open to all bidders	48 French Translators	Open to all bidders
3 Supply and delivery of fresh cut flowers and Maintenance of live potted plants	Reserved for the Youth	49 Pension Fund Administrators	Open to all bidders
4 Supply of Uniforms, flags and related items	Open to all bidders	50 Pension Fund Investment Managers	Open to all bidders
5 Supply of Newspapers, Magazines and periodicals	Reserved for the Youth	51 External Auditors	Open to all bidders
6 Design and printing services (Notebooks, magazines, calendars, diaries, cards, business cards, printed stationery, brochures, booklets and Annual reports etc	Open to all bidders	52 Actuarial Services	Open to all bidders
7 Printing and supply of Promotional Materials (branded T-shirts, shirts, gift bags caps, banners, branded gift items like pen sets etc)	Open to all bidders	53 Quality management system trainers/ ISO Consultancy	Open to all bidders
8 Supply and delivery of Computer consumables	Reserved for Persons with Disabilities	54 Photography & Videography services	Reserved for the Youth
9 Supply and delivery of ICT Equipment and Accessories	Reserved for the Youth	55 Provision of Decoration services	Reserved for the Women
10 Supply and Installation of Glass	Open to all bidders	56 Supply and Installation of Glass	Open to all bidders
11 Provision of assistive devices (wheelchairs, walking canes etc)	Open to all bidders	57 Provision of Entertainment(DJ services, Sound, Entertainment groups, bands, models ,musicians) etc	Open to all bidders
12 Supply of Bottled water for dispensers and in small bottles.	Open to all bidders	58 Master of Ceremony Services	Open to all bidders
13 Supply of sanitary/cleaning materials and consumables eg tissues etc	Reserved for Persons with Disabilities	59 Editing Services	Open to all bidders
14 Supply of water pumps	Open to all bidders	60 Supply, Service and Maintenance of Pumps	Open to all bidders
15 Supply of Fresh Milk, beverages ,tea leaves,etc	Reserved for Women	61 Hire of LCD screens	Open to all bidders
16 Electrical Supplies	Open to all bidders	62 Transportation of Assistive Devices and other items	Open to all bidders
17 Supply of Birthday Cakes	Open to all bidders	63 Consultancy/Training for Disability mainstream awareness	Open to all bidders
18 Supply of Tags	Open to all bidders	64 Consultancy/Training for Gender Mainstreaming	Open to all bidders
19 Supply of Metal Detectors, Walkthrough Detectors and Related items	Open to all bidders	65 Consultancy/Training on HIV Aids Alcohol and Drug Abuse	Open to all bidders
20 Supply of Gifts/ Award items/golf items	Open to all bidders	66 Consultancy for Architectural Services- Professional Services	Open to all bidders
21 Courier Services(Local)	Open to all bidders	67 Consultancy for Quantity Surveying Services - Professional Services	Open to all bidders
22 Courier Services(International)	Open to all bidders	68 Consultancy for Civil and Structural Engineering services- Professional Services	Open to all bidders
23 Provision of Transport services and Taxi services i.e small cars, tour vans, buses and mini-buses	Open to all bidders	69 Consultancy for Mechanical and Electrical Engineers- Professional Services	Open to all bidders
24 Provision of Air tickets (IATA registered firms only)	Reserved for Women	70 Valuation and Estate Management Services- Professional Services	Open to all bidders
25 Repair, service and maintenance of Desktops, Laptops, Printers and other ICT equipment	Open to all bidders	71 Land Surveying Services- Professional Services	Open to all bidders
26 Service and Maintenance of Network Infrastructure	Open to all bidders	72 Consultancy for conducting surveys and related evaluations.	Open to all bidders
27 Service and Maintenance of servers	Open to all bidders	73 Consultancy for Strategic Planning	Open to all bidders
28 Repair and Maintenance of Air Conditioning Equipment/ and supply of associated spare parts.	Open to all bidders	74 Consultancy for Team Building	Open to all bidders
29 Repair and Maintenance of firefighting and safety equipment/supply of related spare parts/ consumables.	Open to all bidders	75 Tax Advisory Services- Professional Services	Open to all bidders
30 Provision of fumigation and pest control services	Reserved for the Youth	76 Recruitment Agencies	Open to all bidders
31 Small Works i.e Office Partitioning, Painting and General Repairs	Reserved for all special Groups (Women Youth and Persons with Disabilities)	74 Performance Contract Consultancy	Open to all bidders
32 Plumbing Services	Open to all bidders		
33 Electrical Contractors	Open to all bidders		
34 Lift Maintenance Services	Open to all bidders		
35 Lift Inspection services	Open to all bidders		
36 Auctioneer Services for Nairobi and Kisumu (Bidders should indicate their areas of jurisdiction)	Open to all bidders		
37 Debt Collectors	Open to all bidders		
38 Garden Flower bed maintenance	Reserved for the Youth		
39 Glass/mosaic tiles cleaning services	Open to all bidders		
40 Repair and maintenance of CCTV cameras	Open to all bidders		
41 Repair and Maintenance of Mechanical Ventilation equipment	Open to all bidders		
42 Provision of hospitality/staff catering Services- labor only	Open to all bidders		
43 Provision of hospitality/ staff catering services- snacks and related foods	Open to all bidders		
44 Provision of Calligraphy services	Reserved for the Youth		
45 Loss Assessors and Adjusters	Open to all bidders		
46 Fire Surveyors and Risk Managers	Open to all bidders		

Mandatory Requirements: Copy of Certificate of registration or incorporation; Copy of Valid tax compliance certificate from Kenya Revenue Authority; Copy of PIN Certificate/Copy of VAT registration certificate; Physical address; Provide telephone Number and email; Certificates from affiliated bodies/association where applicable; Certificate of registration for special groups where applicable; Proof of Experience from at least three clients (Attach letters of recommendation for each reference given) - This requirement is not applicable for categories reserved for Youth Women and PWDs.

Interested and eligible applicants are required to view and download the pre-qualification documents from the Kenya Re Website www.kenyare.co.ke **FREE OF CHARGE.**

Completed pre-qualification documents MUST be submitted in plain sealed envelopes clearly marked: "TENDER NO KRC/2014/323- CATEGORY NO..... PREQUALIFICATION OF SUPPLIERS FOR 2015/2016.

Managing Director
Kenya Reinsurance Corporation, Ltd
Reinsurance Plaza, Nairobi
Aga Khan Walk
P.O. Box 30271 - 00100
NAIROBI

And deposited in the Tender Box located on 16th floor Reinsurance Plaza Aga Khan Walk, so as to be received on or before **9th December 2014 at 10.00 a.m.** Tenders will be opened immediately thereafter in the presence of all bidders' representatives who may choose to attend.

ARCHDIOCESE OF NYERI
CONSOLATA HOSPITAL, MATHARI, NYERI.

JOB VACANCY – PRINCIPAL TUTOR

Consolata Hospital, Mathari, Nyeri seeks to recruit a qualified, experienced, dynamic and highly motivated Principal Tutor for **Consolata School of Nursing in Nyeri.**

Qualifications:-

- BSN degree
- Bachelor of Science in Health Systems Management
- At least 3 years working experience in the position of a Principal tutor or equivalent position in a reputable Medical School in Kenya.
- Be registered with the Nursing Council of Kenya.
- Valid 2014 practicing license

NOTE

Application, Curriculum Vitae, academic Certificates and relevant testimonials to reach the Hospital CEO's Office on or before **5th December 2014**. For more information, please visit our website www.matharihospital.co.ke

ADDRESSED TO:

The CEO
Consolata Hospital - Mathari
P. O. Box 25-10100, NYERI.
Phone: 0203536939 or 0729098324
Email address: cmatharihospital@gmail.com



KENYA MARITIME AUTHORITY

TENDER NOTICE

KENYA MARITIME AUTHORITY (KMA) is a state corporation under the Ministry of Transport with the core mandate to regulate, coordinate and oversee activities in the maritime industry for maximum socio-economic benefits in line with national standards and international conventions. The company invites sealed bids from capable and duly eligible firms for the following tender.

NO.	TENDER NO.	DESCRIPTION.
1.	KMA/ONT/ SIMULATOR/016/2014-15	Supply, Installation, Programming, Testing and Commissioning of GMDSS Trainer (Re- Tendered).

Interested eligible candidates may obtain further information and inspect the tender document from the office of the procurement officer located on the 1st Floor at Kenya Maritime Authority Headquarters (Mombasa) **next to MSC Building** during week days between 0800 to 1215 hours and 1400 to 1700 hours. For more details about the above tenders, visit our website at www.kma.go.ke.

Completed tenders may be deposited at the tender box located at the reception area at Kenya Maritime Authority Headquarter (Msa) before the time and date stated in the tender document.

Procurement Officer
FOR: DIRECTOR GENERAL

VACANCY

International Crew Liaison Manager required by Mombasa based Shipping Company.

Applicants should have a minimum of seven years' experience within the travel / tourism industry with a demonstrable understanding of the European travel market. Applicants should also be fluent in English and at least one other European language and have previous management experience. The successful applicant will be responsible for developing a business unit devoted to passenger and crew handling in the oil and gas, navy and cruise sectors. Working hours and salary will be dependent on experience and it is possible that the role could be undertaken on a part time or flexible hours basis also dependent on experience.

Applications should be sent to

(Human Resource Manager
Box number 85593-80100, Mombasa, Kenya)

and should include a full CV, copies of academic and professional qualification and a hand written covering letter of application.

EGLOOS LOUNGE

MOMBASA ROAD, AFTER IMARA DAIMA

JUNCTION-BEHIND TOTAL PETROL STATION

Presents:

GILBERT WANYAMA
(Chapa Ilale) Bungoma Roots Band Live on Stage
FRIDAY 28TH NOVEMBER 2014

TABU JAKOYUGI
EAST AFRICAN PROFESSIONAL DANCERS
Entry: Free

Ample Parking Behind the club. Food and drinks in plenty



GILBERT WANYAMA
TABU JAKOYUGI

EGESA EAST VILLA INN
BEHIND UMOJA 1 MARKET

Presents

FRIDAY & SATO (ENTRY FREE)

MADANJI
PERIMETER

SUNDAY 30/11/2014

EDEN MUSICA

NEXT WEEK: KISII NITE



MADANJI

MAXLAND CLUB MOUNTAIN MALL-
THIKA ROAD (NAIVAS)

TODAY FRIDAY 28TH NOV. (ENTRY FREE)

MURITHI JOHN WALKER
PERFORMS AT ROOF TOP BAR
SATO 29/11/2014; (ENTRY FREE)

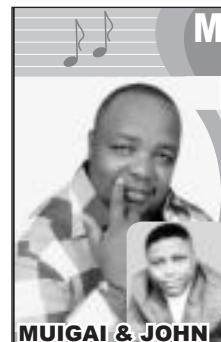
MUIGAI NJORGE vs MURITHI JOHN WALKER

Every Wednesday LADIES NITE.

Convenient Location, great decor and service

Car wash & Ample Secure Parking available.

MAXLAND CLUB-The Talk in Town



MUIGAI & JOHN



CAREER OPPORTUNITIES AT ALMASI BEVERAGES LTD

Almasi Beverages Ltd is a company which was born out of a merger of three Coca-Cola bottling companies of Rift Valley Bottlers, Kisii Bottlers and Mount Kenya Bottlers. Almasi's purpose is to increase shareholder value by manufacturing, packaging, distributing and selling Coca-Cola products.

We have an innovative Change strategy which focuses on strong distribution & manufacturing, selling and building a strong and capable workforce. Our new business architecture is that of a centralized Commercial function, devolved manufacturing and distribution for revenue generation and a strong centralized support function of HR, Finance, IT, Procurement, Risk; for the purpose of creating sharper focus, efficiency and effectiveness to enable us achieve a double digit growth in 2014 and beyond. We shall deliver all these through close collaboration with Coca-Cola, our shareholders and other key stakeholders both externally and internally, including our people. We believe to achieve this we shall need capable people to deliver on the following roles:

CHIEF COMMERCIAL OFFICER

The Role

Based in Nairobi and reporting to the Chief Executive Officer, the role will support the organization's growth strategy by developing and driving an integrated commercialization vision aimed at increasing our market share as a growth strategy. The role will be accountable for the strengthening of our volume and revenue growth as a key pillar to our ambitious profitability intent. The role is charged with key stakeholder relationship building and partnerships as well as providing strategic leadership to a diverse, multicultural and virtual team.

The Person

We are seeking an accomplished change leader who is committed-to-business transformation, tenacious, resilient and results driven who can influence and deliver in a multi-location environment. He/She will have over ten years commercial leadership experience in dynamic FMCG with proven track record of successfully driving productivity across sales force and building highly profitable route to market models. He/She must be ready to travel to the three bottler locations (Nyeri, Rift Valley & Kisii). He/She will be a bachelor degree holder with a Sales & Marketing bias. Experience in the beverage industry will be an added advantage.

CHIEF OPERATING OFFICER

The Role

Based in Nairobi and reporting to the Chief Executive Officer, the role will provide strategic leadership in the design and development of our Supply Chain, Manufacturing and Procurement infrastructure as key pillars to the groups ambitious profitability equation. This shall be, but not limited to the building of Distribution and Manufacturing Models, Processes and Controls to enable Almasi Group grow and fulfill its mission through the maximization of its Supply Chain, Production and Procurement Investments and virtual teams. Overall, Business Risk Frameworks and Operational Excellence will be one of the roles' key success drivers across the whole group. Cost containment shall be one of the roles key expected impact.

The Person

We are seeking a resilient, results driven, committed-to-success individual who can influence and deliver in a multi-location change environment. He/She will have ten years Supply Chain experience in FMCG or in a busy manufacturing environment. The person will have demonstrable ability in distribution and supply channel design and management as well as exposure in the business functions of procurement and stores management. He/She must be ready to travel to the three bottler locations (Nyeri, Rift Valley & Kisii). He/She will be a Bachelor degree holder with exposure in leading virtual teams. Experience in the beverage industry will be an added advantage.

GROUP ICT MANAGER

The Role

Based in Nairobi with frequent travel to Almasi bottling plants in Eldoret, Kisii and Nyeri, the role will lead the development of Almasi ICT strategy to support rapid expansion. The position will ensure effective overall planning, organizing, design and execution of all ICT group policies and plans. These include provision of technical support (hardware & software) for the ICT infrastructure, communication and mobilizing systems, including architectural design, functionality and security as well as Disaster Risk Recovery for business continuity and risk management. The roles' leadership is, but not limited to; ICT investments for maximum ROI, Applications and Services, Budget, ICT capacity building, analyzing business processes to identify opportunities for innovative technology solutions, Compliance of licensing, Operation Excellence, ICT vendor relations to ensure prudent use of ICT resources and other business related projects eg. ERP and shared services center for the group.

The Person

The suitable Candidate must have a 1st Degree in ICT, Engineering, Computer Science, Information Technology or equivalent. A Masters Degree in Computer Science, Information systems or Technology or equivalent qualification is mandatory. The person must possess 8 years minimum experience 5 of which should be in leadership (multiple sites); Implementation of ERP, CM5 CSS is critical as well as SQL Server and windows server experience. Exposure in networking and leading in multiple site environment, project management, internet technology and social media application is a must.

PLANT FINANCE MANAGER

The Role

Based in Eldoret and reporting to the Chief Finance Officer, the role is responsible for reporting, business control and safeguarding the internal control environment at the Bottling Plant. You will lead the finance team and ensure continuing confidence in the service offered by the finance department through accurate, timely internal and statutory financial reporting with the resultant impact of a strong viable and stable plant. The role will enforce financial integrity and internal controls/governance as well as drive effective budget planning process, ensuring achievement of current year and longer term financial goals. The role will be an engaged business partner and constructive challenger to the management team with robust business analysis to support financial reports, investment decisions and cost to serve.

The Person

We are looking for an energetic, business focused, results driven manager who can work in high performance change environment. The role requires a versatile, quick learner and adaptable team player. The person will have at least 5 years' experience in financial management in a manufacturing environment. A Bachelors degree, CPA (K) and proficiency in MS office is mandatory.

Experience working with ERP systems in an FMCG environment will be an added advantage.

Email your CV to careerjobs@almasibeverages.co.ke no later than Thursday 11th December 2014.

REPUBLIC OF KENYA



MINISTRY OF ENVIRONMENT, WATER AND NATURAL RESOURCES STATE DEPARTMENT OF WATER KENYA WATER SECURITY AND CLIMATE RESILIENCE PROJECT – PHASE 1

Project No.: P117635 Credit No. IDAQ52680, KfW-Reference No.: BMZ-No. 2010 65 846

EXPRESSION OF INTEREST

IMPLEMENTATION SUPPORT CONSULTANT (ISC) TO SUPPORT IMPLEMENTATION OF THE LOWER NZOIA IRRIGATION PROJECT PHASE 1 AND IMPROVEMENT OF FLOOD MITIGATION STRUCTURES ON LOWER NZOIA RIVER: TENDER NO.: EOI/ MEWNR/KWSCR-1/010/2014-15

The Government of Kenya has received co-financing from the World Bank and KfW toward the cost of the Kenya Water Security and Climate Resilience Project (KWSCR-1) and intends to apply part of the proceeds for the above consulting services.

1. The consulting services ("the Services") include the services of an Implementation Support Consultant (ISC) for the Lower Nzoia Irrigation Project Phase 1 to support the construction of irrigation and drainage management infrastructure (4,000 ha); support agricultural production and establishment of market linkages through a value chain approach; support efficient operation of the infrastructure and to the progressive transfer of responsibilities and decision-making to Irrigation Water Users Associations (IWUAs), and project management (including monitoring and evaluation, overseeing safeguards implementation, quality assurance, reporting and auditing).
2. The Services also include support to the construction of improvement works on Flood Mitigation Dykes on Lower Nzoia River (34 km).

Over this period, it is expected that the ISC will also transfer expertise in these areas to related project agencies.

The total estimated duration of the consultancy is 7 years: 3-4 years for the construction and initial irrigation and agricultural activities and concurrent construction of dykes improvement; followed by 2-3 years of production and operations and maintenance (O&M).

The scope of the assignment includes:

- (a) Design review and Supervision of the contractors' work and support to all procurement matters related to the project, including overall review and quality assurance relating to engineering works design, contract, construction and supervision aspects of the Lower Nzoia Irrigation Project Phase I;
- (b) Design review and Supervision of the contractors' work and support to all procurement matters related to the project, including overall review and quality assurance relating to engineering works design, contract, construction and supervision aspects of the Improvement of Flood Mitigation Dykes;
- (c) Design and assistance to establishment of a robust agricultural value chain, including marketing study, arrangements, training to farmers and related stakeholders;
- (d) Assistance to the National Irrigation Board's Project Implementation Unit (PIU) and to farmers grouped in IWUAs to acquaint themselves with day-to-day operation procedures including training; design and assistance in putting in place a comprehensive realistic management system for the scheme, including training, production of adapted approaches and methods for efficient O&M systems, as well as in designing, testing and facilitating alternative scheme operation arrangements;
- (e) Any other related duties to facilitate realization of the project objectives, including support to project management and extensive interactions with local stakeholders of the project.

The Ministry of Environment, Water and Natural Resources now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

The short-listing criteria are:

- (a) Experience in irrigation engineering (incl. supervision of construction works, design review); operations and maintenance of large irrigation schemes with smallholder farmers (incl. establishment of systems, organizations, training); and agricultural development and establishment of value chains (incl. design, studies, farmers' training in the field, marketing studies, establishing agricultural business models by linking stakeholders)
- (b) Experience in river flood protection/control works (incl. design and supervision of construction works);
- (c) Work experience in Kenya and/or the region;
- (d) Availability of appropriate skills amongst staff.

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's *Guidelines: Selection and Employment of Consultants [under IBRD Loans and IDA Credits & Grants] by World Bank Borrowers, January 2011* ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.

International or National Consultants may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications. Association with Kenyan firms is encouraged.

A Consultant will be selected in accordance with the Quality and Cost Based Selection (QCBS) method set out in the Consultant Guidelines.

Further information can be obtained at the address below during office hours 0900 to 1700 hours from Monday to Friday excluding lunch hour (1300 to 1400 hours) and public holidays.

The completed expression of interest documents in writing in three (3) copies must be delivered to the Tender Box on Ground Floor, Maji House or send to the address below so as to be received on or before **9th January 2015 at 10:00 a.m.**

Those submitted by package should be clearly marked "**Tender No. EOI/ MEWNR/KWSCR-1/010/2014-15: REQUEST FOR EXPRESSION OF INTEREST FOR CONSULTANCY SERVICES FOR IMPLEMENTATION CONSULTING FIRM TO SUPPORT IMPLEMENTATION OF THE LOWER NZOIA IRRIGATION PROJECT – PHASE 1 AND IMPROVEMENT OF FLOOD MITIGATION DYKES ON LOWER NZOIA RIVER**", addressed to:

Project Manager
Kenya Water Security and Climate Resilience Project- Phase 1,
Ministry of Environment, Water and Natural Resources,
Maji House, 4th Floor – Room No. 453, Ngong Road,
P. O. Box 49720-00100, Nairobi.
Tel: +254 02 2716103 Ext. 42366
Email: ewscr-project@water.go.ke

COUNTY GOVERNMENT OF NAKURU

NAKURU COUNTY PUBLIC
SERVICE BOARDSHORTLISTED CANDIDATES FOR THE
POSTS OF WARD ADMINISTRATORS

Nakuru County Public Service Board wishes to announce shortlisted candidates for the positions of Ward Administrators and respective dates for interviews.

For further details visit the Nakuru County website: www.nakuru.go.ke

The Secretary,
Nakuru County Public Service Board,
P. O. Box 2870 – 20100,
NAKURU

KANGEMI HIGH SCHOOL

P.O BOX 29267-00625, NAIROBI
TEL: 0716907570, 0733787848, 020 2300
461/020 2300 462
kangemihighschool@yahoo.com

INVITATION TO TENDER-YEAR 2015

Tenders are invited for the supply of the following goods and services for the year 2015.

- | | |
|-----------------|--|
| 1. KHS/01/2015 | Supply of Groceries |
| 2. KHS/02/2015 | Supply of Cereals |
| 3. KHS/03/2015 | Supply of Firewood |
| 4. KHS/04/2015 | Supply of Vegetables, Eggs and fruits |
| 5. KHS/05/2015 | Supply of Milk |
| 6. KHS/06/2015 | Supply of Bread |
| 7. KHS/07/2015 | Supply of Meat |
| 8. KHS/08/2015 | Supply of general Stationeries |
| 9. KHS/09/2015 | Supply of Printed exercise books and printed stationeries |
| 10. KHS/10/2015 | Supply of Charcoal |
| 11. KHS/11/2015 | Supply of Lab chemicals and equipments |
| 12. KHS/12/2015 | Supply of Cleaning materials, detergents and abrasives |
| 13. KHS/13/2015 | Supply of Textbooks(orange book compliant) |
| 14. KHS/14/2015 | Provision of Exhauster services |
| 15. KHS/15/2015 | Provision of Security services |
| 16. KHS/16/2015 | Supply of Hardware and building materials |
| 17. KHS/17/2015 | Bus repair and maintenance |
| 18. KHS/18/2015 | Supply of staff and prefects uniforms |
| 19. KHS/19/2015 | Provision of comprehensive vehicle insurance cover |
| 20. KHS/20/2015 | Provision of insurance cover for school properties, staff and students insurance cover |
| 21. KHS/21/2015 | Supply and maintenance of Computers, Copiers & printers |

Tender documents giving detailed specification can be obtained from the Accounts Office during working hours from Monday to Friday upon payment of non refundable fee of Ksh.1000/- per tender item.

Completed tender documents in plain sealed envelopes for each tender item clearly marked with the relevant tender number should be addressed to:

The Chairman
Tender Committee,
Kangemi High School,
P.O BOX 29267 -00625, Nairobi.

And deposited in the tender box situated at the school reception, not later than 19th DEC, 2014 at 12.00 Noon followed by opening of tenders immediately thereafter in the presence of tenderers or their representatives who choose to attend. The school reserves the right to accept or reject any tender either in whole or in part without giving reasons thereof and does not bind itself to accept the lowest or any tender.

REMINISCE BAR & GRILL
WILSON AIRPORT

THIS SAT. 29TH NOV. 2014
3 STONES TV Hosts LIVE
Country Music Nite feat.
**SIR ELVIS &
MIKE MURIMI**
Performance starts at 4.00pm

TURRACO VILLAGE JUJA

Presents... on 29th November 2014

GACHATHI WA THUO
"KIBAAGE MUKURINU"
VCD LAUNCHING

GUEST ARTIST...

- Muraya Jnr.
- Denis Mutara.
- Jane Muthoni
- Kuruga Wa Wanjiku
- Njeri Wa Gatanga.
- Gathie Wa Njeri

- Wangui Jordan
- Jimmy Wayuni
- And Many Others.
- MCS**
- Mzee Kihenjo
- Dj Afro
- Dj Nakumatt.

**Damages
300/-**

To Get All of My Music Bonyeza. *699*343# Kibaage Mukurinu
Skiza Cord....9000546 Ndiratuiengwetereire. 9001918 Athoni.

M / SERIES

ALONG BYPASS RUIRU EMBAKASI RD NEAR ENGEN PETROL STATION

Presents

29th Saturday 2014

MIKE RUA

Ample and secure parking.
Nyama Choma, Chemsha.
Conference Facilities available

JAM RESCUE
JOGOO ROAD

Presents

MUGITHI VS KIGOOO
FRIDAY 28TH NOV. 2014 (Entry Free)

JOHN DE'MATHEW vs
MUGITHI WA NJORGE

FROM 6PM TILL DAWN

Ample and secure parking available.
Lots of nyama choma, kuku etc.

COMFY INN

ALONG THIKA HIGHWAY-KAHAWA SUKARI

SATO 29/11/2014

KATIVUI

6th Dec. 2014

MIKE RUA

Also on Stage; NG'ETHE WA NYAMBURA

Ample and secure parking. Lots of nyama choma,
kuku, mbuzi plus CLASSIC ACCOMODATION.



VACANCY ANNOUNCEMENT

A leading spirits manufacturing company based in Nairobi is looking for qualified and experienced sales agents. Interested candidates should have:-

- A diploma/certificate in sales and marketing
- A minimum of 2 years in the same field.
- Possess a valid driving license.

All applicants should send an application letter, detailed CV and testimonials to;
julijo78@gmail.com

NB: ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED

CLUB FIESTA
RUAKA BYPASS

Presents

Sato: 29th Nov. 2014 from 2.00pm

"Mumburo wa Mararanja"

JOSEPH KAMARU &
WAHOME MAINGI

Entry 400/=

Lots of Nyama/kuku choma, ample & secure parking

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- FOX CINEPLEX SARIT, NAIROBI
- PLANET MEDIA, PRESTIGE PLAZA NAIROBI
- NYALI CINEMAX, MOMBASA
- PLANET MEDIA MEGA CITY MALL, KISUMU

TANZANIA
- CENTURY CINEMAX, ARUSHA
- CENTURY CINEMAX MILIMANI CITY, DAR-ES-SALAAM
- SUNCREST CINEMA, DAR-ES-SALAAM
- CENTURY CINEMAX OYSTER BAY, DAR-ES-SALAAM

UGANDA
- CINEMA MAGIC, KAMPALA
- CINEPLEX OASIS MALL, KAMPALA
- CENTURY CINEMAX ACACIA MALL, KAMPALA
- HAM CINEMAS



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Web: www.rainbowruiruresort.com

World Vision

VACANCIES

World Vision Kenya is a leading Christian relief, development and advocacy organisation dedicated to working with children, families and communities to overcome poverty and injustice. Our programmes are spread across in most parts of Kenya. We are seeking highly competent and outstanding individuals to fill the following positions based in Nairobi.

a) Program Officer – Gender and Development

b) Economic Strengthening/Livelihoods Specialist

For more information on the job and application procedure, please visit: <http://careers.wvi.org/job-opportunities-in-africa> and submit your online application including a detailed CV with names of three referees. Application deadline is **December 5, 2014** at midnight. Only short-listed candidates will be contacted.

World Vision Kenya neither uses employment agencies nor does it charge money for recruitment, interviews, or medical checks.

World Vision is a child focused organization and upholds the rights and wellbeing of children. Our recruitment and selection procedures include screening and background checking for child abuse related offenses. World Vision is an equal opportunity employer.

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(UMOJA 1)

Presents

TONIGHT 28TH NOV 2014

KATIVUI MWEENE
KING'AUI

AZIZ ABDY; Every Friday & Sato
Every Sunday; Dan Mutuku (One man Guitar)
MC: MANYANGA MUTUMBA
ENTRY Ksh 100

Enjoy samaki, kuku choma, nyama choma, Tumbukiza,
Mbuzi Kienyaji etc. Beer kwa wingi.

Ample & Secure Parking

For Reservations Contact: 0701221004



KATIVUI MWEENE

NAIROBI &
UPCOUNTRY

PERSONAL NOTICES

A095 Greetings

CHRISTMAS cards 0722540446

A109 Lost

TITLE Deed Ngong/Ngong/55766

A116 Marriage

A Data extractor and spouse monitor. Old Mutual, bldg 3rd flr, suite 334, Kimathi Strt. Call: 0728-227813

BIASHARA mapenzi marital issues, wealth business, men boosters, debt pay after work 0705982509 Musa

CROWN Flower Ballon @Ushanga opp. KCB Riverroad T.0727717010

DO you want a certain man/woman 2 marry u? Is she/he unfaithful & want him/her to commit to u alone? want back ur partner & restore ur love? etc. Sowali 0722140527, 0735849923

LONELY sms 0700572596

LOST lover, property, debt, marriage man power wealth job booster pay after work 0700533921 Mato

LOVE partner sms 0704-057570

MATURE women sms 0719335877

PERSONAL SERVICES

A167 Acupuncture

DIABETES - Disorders and Pains. 3744885, 0737540562, 0721170217

FIRM-UP- afterdelivery and slim-up 3744885, 0737540562, 0721170217

MEN'SIZE and Failure / Low Desire. 3744885, 0737540562, 0721170217

PAINS - Back, Hip, Knee & Gout. 3744885, 0737540562, 0721170217

SMOKING - Stop all Addictions. 3744885, 0737540562, 0721170217

WEIGHTLOSS - Firm up and Slim up. 3745861, 0737540562, 0721170217

A181 Beauty

0702160247 new Upperhill Aroma

WESTLANDS AROMA 0788330548

A202 Entertainment

AMAZON Kitengela chamaa Other mtng choma/drinks Sports Music

LAZINOS Hotel Nrb West shopping Centre, presents all stars play list today on 28 Nov 2014 from 6pm. Host Dy Nyazz featuring BDL Dnacers Afro Beat infection, African style Rhumba. Prezzo the MC. Lots of nyama & kuku choma. Accommodation available 0720487232 Welcome

A230 Health

0715012179 Men's size delay power

0723095237 size delay hardrock 200

0723408602 Men's delay

0723408602 Men's desire

0723408602 Men's Max high stamina

0723408602 Men's Max size

0723408602 Reduce pot in Mombasa

0723408602 short time & failure

A265 Medical

SWS CLINIC
SMASHING FIGURE
NO HUNGER NO GYM
3744885 / 3745861
0734-290686
0725-786247

LOSE THE PAIN
BACK-HIP-LEG & KNEE PAINS
PAIN RELIEF CLINIC
3744883 / 3745861
0733-624-690 / 0724 -044-383

VITALITY MEN'S CLINIC
SMALL SIZE
SHORT TIME
3741179
0733-718337
0722-242243

A279 Notices

PUBLIC NOTICE
THE PHYSICAL PLANNING ACT, CAP 286.
PROPOSED CHANGE OF USER
The owner of land, parcel No. Kitale Municipality BLK. 13/GATUA/620 located in Kitale Town wishes to CHANGE THE USE of all that parcel of a land measuring 0.148 HA from AGRICULTURAL TO RESIDENTIAL - FLATS subject to the approval by the County Government of Trans Nzoia. Individuals, institutions, etc with objections to the proposal are requested to forward them in writing within fourteen (14) Days of this notice to:
The County Secretary,
County Government of Trans Nzoia,
P.O Box 4211-30200, Kitale

PUBLIC NOTICE
THE PHYSICAL PLANNING ACT, CAP 286.
PROPOSED CHANGE OF USER
The owner of land, parcel No. KIMININI/KINYORO BLK. 3/MATISI/1192 located in Kitale Town wishes to CHANGE THE USE of all that parcel of a land measuring 0.046 HA from Agricultural to Residential - Flats subject to the approval by the County Government of Trans Nzoia. Individuals, institutions, etc with objections to the proposal are requested to forward them in writing within fourteen (14) Days of this notice to:
The County Secretary,
County Government of Trans Nzoia,
P.O Box 4211-30200, Kitale

PUBLIC NOTICE
Physical Planning Act Cap (286)
CHANGE OF USER
The owner of land Kanyakwar B/43 located at Kisumu Mamboleo Kisumu Municipality wishes to change user from single dwelling unit to multi dwelling units subject to approval by the City Council of Kisumu. Any Individuals, Institutions, Organizations etc. with objections to the proposal are requested to forward that in writing within 14 days of the publication of this notice to:
City Manager
County Council of Kisumu
P.O. box 105 - 40100, Kisumu

PUBLIC NOTICE
THE PHYSICAL PLANNING Act CAP 286
EXTENSION OF USER
The developer of an Eco tourism facility in Kereita Forest Station proclamation number 44 of 1952in Kiambu Forest Division wishes to do an extension of user of an area of land licensed by KFS within Kikuyu escarpment forest subject to approval from the relevant authorities. Individuals, Organizations or Institutions with objections/comments on the above proposal are requested to forward them in substantive writing within fourteen (14) days to;
The Administrator,
Lari Sub County,
P.O Box 201-00201
Matathia

A286 Personal

Bookkeeping & tax svcs 0723100372

AGRICULTURE & HOME

B671 Fertilizers, Seed & Seedlings

MIRAA! Miraa (Khat) seedlings for sale: the hybrid seedlings that produce best quality for export & local use. Can grow well in all types of soils. Contact 0720-989919, 0733-186776.

INTERIOR DESIGN

PETS & LIVESTOCK

A988 Dogs & Dog Training

BLACK registered GSD pups. 0721982203 www.kiunadogs.co.ke

ONE yr old GSD/Boel 0722569684

B015 Poultry

GRADED Eggs supplier req for Buruburu depot 0712990680/ 0716024268

Kienyeji Chicks Kuroiler 0773889309

SHOPPING GUIDE

A392 Gift Items

HAMPER accerie basket @Ushanga opp KCB River-Road T.0727717010

COMMERCIAL

B462 Business for Sale

BAR & Rest in the CBD 0722-528651

BUSY Hware Kario Nbi 0737228928

CAFETERIA Walk in walk out 1.5M Kahawa West 0722557356

CYBER 4sale 250k 0726027657

EXECUTIVE barber Shop 4 sale Nairobi West Prime location 1m ono 0722369420

FLOWER and gift shop for sale Call 0712-777655

HOTEL 4 sale in Kayole facing main road very busy Call 0723530024

LOUNGE & Rest Moi Av 0773280673

MEDIA and comm business for sale Call 0773547158

MINERAL Water co 4sale 0726160432

PUB & Restaurant prime area CBD Thika Town 2.8M ono 0722676576

SALON CBD Nrb 1.5M 0722583205

SOUTH B phones, mpsa & acc shop 4 sale onwner 300k 0718363499

SPARE Parts Shop On Sale Baricho Road Tel 0722-749501

B469 Business Offers

BUSINESS Name Reg 0728900560

BUSINESS plans & projections from KES.20K. call 0720380126

Mineral water machines 0720121644

PHD/ masters projects 0719-647114

B476 Business Opportunities

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Baby Diapers
BUSINESS OPPORTUNITY
Looking for regional distributors at county level with a minimum capital of 50K from the following regions.
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➢ Nyanza ➢ Nairobi
➢ Eastern ➢ Western
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INVEST Earn 20% monthly 0726160432

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B485 Business Services

BUSINESS plans & prop 0720646916

B490 Computer Services

GET quality cyber furniture 0722569684

WEBSITE Design 0720630319

A826 Computer Services

Inventor S/ware 20K 0718011861

B498 Construction

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STANDARD GATES
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020 2329459
info@ramrodkenya.com

B525 Financial

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@UPTO 500k against Rental Hses & Cars 0712-887525, 0720-917321

020-2245564 spot loans on Toshiba, Macpros& HP Laptops btwn 20K-50K

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A/cash in 30min on cars 0722108080

CASH on Cars/Logbook 0770213118

EASY Loan for Bankers 0719-749955

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LOAN 4 bankers Nbi 0720534106

LOANS on the spot between 15-40K with laptops as security, 0723408602

SELLto us Gold Ornaments 0721111367

URGENT loan 10K-50K 0722277517

WE Advance instant cash against your m/vehicle T/deed 0713266196

WE offset loans/advance 0723145428

B546 Machinery for Sale

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Flow: 0.6 - 10 cubic m/hr.
Single/three phase
Height : 14-125 metre
Flow: 6-150 cubic m/hr
Motor or engine driven
Automatic/unautomatic/single phase
0.75hp/1hp/1.5hp/2hp
Max height:20-55m
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Height: 16-35m
Flow: 16-108m3/hr.
Size: 1.5/2/3/4inch
Height: 9-36m
Flow: 18-96 m3/hr.
Single/three phase
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M/DETECTOR @2300 0720969203

B827 Web Hosting/Design

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WEBHOSTING +Free domain www.sasahost.co.ke 0713478555

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VIDEO conferencing Equipment For Sale HDX4000 Polycm Call 0720-934024

A822 Computers

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HP P4 Complete with '17'@ 12k, HP P4 towers 2/160 @ 9K '17' TFTs @ 4500, HP core2Duo Laptops @16k, HP Core i5 Laptops @ 28k, Core2duo CPU's @ 8k @ Afya Centre Computer Shop Mezz1 0720421285, 0202095829

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A829 Domestic Appliances

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Nairobi
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A857 Furniture

OFFICE Desks @3000/= 0722569684

OFFICE Furniture for sale call 0208049178 on weekdays

A871 Miscellaneous

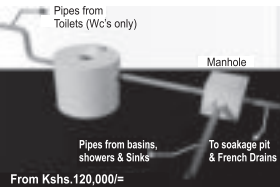
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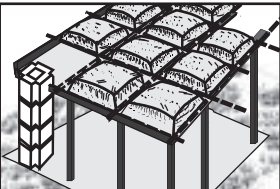
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Benefits:
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Telephone No: 0722642687, 0733670010
0733-670022/23/26
E-mail Address: rifloindustries@yahoo.com
Web Address: www.rifloindustries.com

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Situated at 3rd Floor, Sky Mall, 4th Av. Parklands, Nairobi, Kenya.

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0738 666699 / 0739 666699

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@UPRUMYS Hotel Parkroad For accom. single 600/= Meetings Conferences 0711154488, 0722511159

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Experienced P1 qualified / registered with TSC
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pre-school to Std 5**

Apply to:
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Not later than 11th Dec 2014

JOB OPPORTUNITY

A car sales and service company requires:-

Sales & Marketing Executive

With "O" level grade B or above, diploma in sales and/or marketing or higher, computer literacy, ability to work with customers, a team player and with a minimum of 2 years experience in a similar position. Age: between 25 and 30 years.

Auto-electrician

With a good "O" level, Auto Mechatronic or auto electrical diploma and at least 2 years experience. Age: between 25 and 30 years.

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We have available attachment openings for trainee auto electricians and auto mechanics.

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0726106126 Hotel rq waiter cooks recep clnr worldwide mrktng gill hse

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A boutique in Nrb rqd sales lady billow 26yrs cv, photo to lm72657@gmail.com

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CUTEST Chics wanted 0722798431

END year jobs. 0708193513.

EXPERIENCED mature sale reps required high pay 0703174440

VACANCY

Qualified **BOOKEEPER** required with social and managerial skills for a small charitable primary school.
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Tel: 0722-830549
Email:
administrator@rudolfsteiner.co.ke
Apply by 7th December 2014

FIELD marketers & licensed competent motor cycle riders required to sell and deliver secondary school orders. Apply with CV goimbugua@yahoo.com

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HOTEL with 40 beds, bar & rest, chomaranch has vacancy for asst. manager, choma sous chef & cooks app & cv box 2323 meru.

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VACANCIES

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ORG County jobs for youth tel:0788469646 or 0720469646

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PHARMTECH wanted mumias.call 0725636363

PRINCIPAL for a Girls High School wanted. Apply to, Director Box 70674-00400 T/Mboya, Nairobi

P.TIME jobs 48k 0729140349

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SALES Reps wanted earn good bonus 0772029475

SALES TEAM (FIELD) 0715191987

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URGENTLY needed: IT, Clerks, Drivers, nurses, accon, sec, trs, msgrs etc send your E-mail to 0700103666

URGENT volunteers (good-pay) SMS your no to 0729041366

VACANCIES

An upmarket lounge and grill opening soon in Nairobi, We are urgently looking for qualified and experienced personnel to fill the following positions:

- **Chefs**
- **Supervisors**
- **Cooks**
- **Waiters (aged between 22-27)**
- **Waitresses (aged between 22-27)**
- **Barmen**
- **Stewards**
- **DJ's**
- **F & B controller**

If you fit as our candidate, please come with your CV, copy of ID and current passport before 2/12/2014
call 0702 145576 for direction

Vacancy for sales, receptionist and marketing personnel. Send CV on topjobvacancy@yahoo.com

Writers wanted 250p/pg 0729774827

VACANCY ANNOUNCEMENT

Ultravetis East Africa is seeking for dynamic, highly motivated, result oriented person to join our team of professionals in leading our animal Nutrition portfolio as a technical representative.
For details please log on to our website **www.ultravetis.com/careers** or visit our facebook page **www.facebook.com/ultravetis** on or before 12th December, 2014.

VACANCIES

- Head Chef
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Previous experience in hotel industry / f&b

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0702707336
between 8 and 5 pm

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T/Harrier leather '07 2.3m 0722575030

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T/AXIO-KCA 935k 0722159500

T/FIELDER, PROBOX 0733404705

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T/MARK X 07 1.22m 0722247813

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TOWNACE KBT 05 450K DEP 50-200K BAL IN 1YEAR 0752711991

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TOY Belta KCA 07 830k 0732903466

TOYCresta KBB v/c 485K 0733727629

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Death and Funeral Announcement

It is with humble acceptance of God's will that we announce the death of our beloved Mama Rosebella Chibayi Mukabi which occurred on 13th November 2014. Daughter of Omutanyi Musaa and Esteri. Eshiomunda Omutanyi of Ebusinda Village, Ebulanda, Lukoe Sub-location, Marama North. Wife of Laban Mukabi Oulumula. Mother of Nelly Jane Okutoyi Nyambane, late Omutanyi and late Oulumula and Beatrice Owiso Ambani of Prison Headquarter. Mother-in-law of Evans Nyambane Omare and Abednego Ambani. Sister of the late Gilbert Shisoka Omutanyi, the late Esther Omutanyi, Jackson Etemesi, Rev. Ambunya Omutanyi, Rev. J. Indetie, late Ambuche, Pricilla Omwomo, Helena Opindi, late Esther Nakhendo, late Jennifer Omolo, late Risper Nyaranga, Loise Alukhaba, Tabitha Moyi and Jescah Ayako. Grandmother of Edwin Atika Omare, Hillary Maranga Omare, Laban Mukabi Omare, Fortune Scotch Mukabi and Legend Shisoka Ambani.

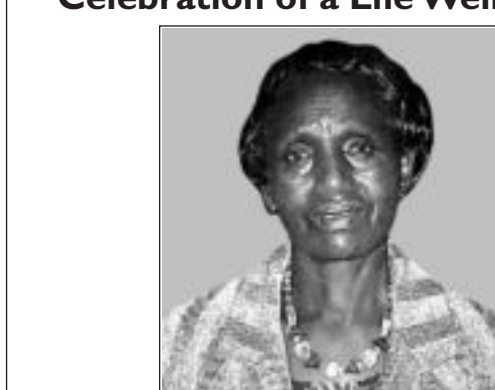
Burial ceremony will be held on Friday 28th November 2014 at Ebuchero Ebukunda, Kisa Central Location, Khwisero Division, Kakamega County.

Death And Funeral Announcement

It is with sorrow and humble acceptance of God's will that we announce the untimely death of Elder Duke Nyasimi Obiero which occurred on 25/11/2014 at Kenyatta National Hospital. Husband of Cyline Moraa of Mutuini High School. Son of elder Victor Obiero and the late Jane Kerebi. Brother of Zipporah Beatrice Walter, Jack Everlyne, Mercy and Geoffrey. Son in-law of Meshack Monda and Rodha Bosibori. Father of Mayieka (Nbi School), Lincholin (Sacho High School), Lavender (Josna Academy) and baby Lemmuel. Nephew of late Mokaya, Moraa, Gesare, Bosire, Nyabate, the late Orandi, Jones, Mokeira, late Mong'are, late Ogeto, Makori, Yunis and late Mose. Cousin of George, Dr. Mokaya, Isaac, Kennedy, Elkanah, Gladys, Geoffrey, Fred, Sammy, Darwin, Aturi, Daudi, Mitema, Ochoi, Angwenyi, Bosires', Nathan, the Nyasimis' and Hon. Victor Swanya. In-law of Robert, Samuel, Innocent, Andrew, George, Omae, Amena, Davina, Sydney, Emma, Isab ella and Beatrice. Semo of Mokaya and Simba. Uncle of Davis, Ndubi (JKUAT), Xavier, Stafford, Stella, Stacy and Jane. Family, relatives and friends are meeting daily at his Ruai home for funeral arrangements. There will be two fundraising meeting to meet the medical bill and funeral expenses on 01/12/2014 at Rapid foods, KICC as from 5pm. The main fund-raising will be held on Wednesday 03/12/2014 at All Saints Cathedral opposite Serena Hotel. The cortege will leave Umash funeral home on 04/12/2014 after church service at the same venue. Burial will be on 05/12/2014 at his home in Kambini village, Sungututa Sub-location, Nyamira County.

The Lord giveth and the Lord taketh. We will always cherish you in our hearts. Amen.

Celebration of a Life Well Lived



Winfred Talaa Too

1938 - 23/11/2014

It is with humble acceptance of God's will that we announce the sudden demise of our beloved mother Winfred Talaa Too which occurred on 23/11/2014 after a long illness in Nairobi. Beloved wife of the Late Hon. Vincent Komen Arap Too former MP Marakwet East and Co -wife of the Late Sarah Too of Kutoi Farm Moiben. Daughter of the late Jeremiah Kisang, Late Salome and Late Mary Kisang of Kapsowar. Sister in-law of Late David, Late Kiwale, Sila, John and Joseph. Mother of Diana Kai (Livestock Kilifi), Jane (UK), Edward (Eld), Susan (US), Late Samuel, Dr. Essyline Ricks (UK), Reuben (US) and Stanley (D.C. Nyamache). Step mother of Beatrice (Kimumu Primary), Dorcas (Germany), Phanice (MTRH), Lotem, Kiprono, Kibet, Jepkeu (Australia), Truphena (Kapsowar), Milly (Chebiemit) and Vallery. Sister of Eileen, Late Emmy, Peris, Late Eunice, Samuel and Shadrack. Step sister of Paul (JKIA-Police), Charles, Joseph and Robert. Mother in-law of Dr. Kai (Malindi), Brian Ricks (UK), Dorothy (NBK), Elizabeth (US), Maimuna (KNH), Anthony Chemweno (AIRC -Nairobi), Volker Kruger (Germany), Daniel Towet (KOF), Steve Briggs (Australia), Annette, Dorcas, Jonathan Sang and Samuel Yego. Grandmother of Kim Kai, Eb, Tumar, Fredrick (US), Michelle (US), Makyala (US), Dela (UK), Sade (UK), Chebet (Daystar), Samora, Ken, Hakeem, Tamira, Kipkip, Jepkoech, Lucy, Kiprop, Kimaru, Kipngetch, Kipchirchir among others. Great grandmother of many. Friends and relatives are meeting for funeral arrangement daily from 6.00 pm at Rosette Restaurant (Ukulima House), family residence, South B Bellcrest Flats, Wagon Wheel Hotel-Eldoret and rural home Kutoi Farm, Moiben. Fundraising will be held on Wednesday 3/12/2014 from 6.00 pm at 680 Hotel Nairobi and Wagon Wheel Hotel -Eldoret. The cortege leaves Montezuma Funeral Home on Friday 5/12/2014 at 8.00 am and thereafter there will be a requiem mass at AIC Fellowship-Eldoret from 2.00 pm. Burial shall take place on Saturday 6/12/2014 at her home Kutoi Farm-Moiben, Uasin Gishu County. M-Pesa Stanley 0722607414, Joel 0721694459.

E768 Premises, Offices to let

OFFICES, SHOPS, RESTAURANTS, MOI AVENUE MBSA 0722790200

E782 Properties for Sale

KIEMBENI Bedsitters 3 Units each 750,000/= with Title. 0723 350066 0729 928488

E789 Properties to Let

4B/R Flat Kizingo 80K 0720925922

4B/R Flat town 35K 0727714136

BIGROOMS town 10K 0738412546

Death and Funeral Announcement



Rosebella Chibayi Mukabi

1938-13/11/2014

Burial ceremony will be held on Friday 28th November 2014 at Ebuchero Ebukunda, Kisa Central Location, Khwisero Division, Kakamega County.

Death And Funeral Announcement



Elder Duke Nyasimi Obiero

1938-25/11/2014

Burial ceremony will be held on Friday 28th November 2014 at Ebuchero Ebukunda, Kisa Central Location, Khwisero Division, Kakamega County.

The Lord giveth and the Lord taketh. We will always cherish you in our hearts. Amen.

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The Lord giveth and the Lord taketh. We will always cherish you in our hearts. Amen.

Death and Funeral Announcement

It is with humble acceptance of God's will that we announce the death of our beloved father Wilson Gathirimu Githara which occurred on 24th November, 2014. Loving husband of Jane Wanjiku Gathirimu. Father of Stephen Githara, Ezekiel Kuria, Tabitha Wanjiru, William Chuchu, father in-law of Mary Njeri, Grandfather of Eva Wanjiku and many others. Brother of Rebeca Muria, Rev. Charles Githara, Edith Njoki, Donald Wainaina, Alice Njeri and Lilian Gathithi. Brother in-law of Kagombe, Kiarie, Nungari, Beth Wangari and Andrew Mutura and uncle of many.



The cortege will leave Kinangop Mission Hospital on Tuesday 2 nd Dec. 2014 at 8.00 a.m.

Funeral service will be held at his home- Kinamba Village, Njabini Sub-location, Kinangop District, Nyandarua County from 10.00 a.m.

Wilson Gathirimu Githara

May the good Lord rest Wilson's soul in eternal peace. Amen!

Death and Funeral Announcement

It is with humble acceptance of God's will that we announce the death of Anne Waitherero Njagi which occurred on 21/11/2014 in Chogoria PCEA Hospital. Beloved wife of John Niagi Nkanya of K.M.T.C Nairobi. Daughter of Late Joseph Wanyeki Mutua and Late Tabitha Wairimu. Daughter in-law of Late John Rinkanya and Late Lucia Rinkanya. Mother of John Murithi, Tabitha Muthoni, Lucy Wanja and Joseph Mutua. Mother in-law of Eric Mulumba and Daniel Mbogori. Grandmother of Wangui, Mweeni, Muuo, Mulumba, Kirimi and Kinoti Mbogori, Njagi. Sister of Wanjiru, Late Mwangi, Gathoni, Wambugu, Wambura, Late Wanjiku, Ngunjiri, Ndegwa, Late Vangechi. Sister in-law of Patrick, Late Timothy, Nyaga, David, Mugere and Njeru of D.O.D.



Family and friends are meeting daily at Garden Square from 5.30pm for funeral arrangements. Body is lying at PCEA Chogoria Hospital Mortuary. Interment will be on 2/12/2014 at her home in Ndumbini Village, Mitheru. Location, Maara District, Tharaka Nithi County.

"Mum, you have fought a good fight, finished the race and kept the faith". Amen.

"Mum, you have fought a good fight, finished the race and kept the faith". Amen.

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"Mum, you have fought a good fight, finished the race and kept the faith". Amen.

Death and Funeral announcement

We wish to announce the death of Paul Ndambani Njanjo, Ministry of housing – Nyeri County.

Son of the late Geoffrey Njanjo and Bilha Njanjo (Kangaita, Nyeri). Husband of Pauline Wangui. Father of Robert Kamau and Geoffrey Njanjo. Brother of Joyce Ndiangu, John and Alice Gichuki, Hellen and Jimmy Annan, Damaris Wanjohi, Margaret and Samuel Mukui, Jane and Paul Ndirangu, Stephen and Joyce Muturi. Son in law of Richard and Agnes Kabuga (Narumoru). Brother in law of Martha, Jane, Grace, Sammy, Michael and Martin. Beloved Uncle of many.

Family and Friends are meeting at his home (Cucu Estate, Thunguma). The cortege leaves Mathari hospital mortuary at 8:00am for burial at his residence Thunguma, Nyeri on Wednesday 3rd Dec 2014.



Paul Ndambani Njanjo

"In God's hands you rest, in our Hearts you remain forever. Blessed be the name of the Lord. Amen"

Promotion To Glory

It is with great sorrow and humble submission to God's will that we announce the passing on of Madam Florence Achieng Okello Licha on Thursday 20 November 2014, who until the time of her demise was a teacher at Nyamgun Primary School in Kombewa.

Daughter of Manasseh Okello and Monica Okello. Daughter-in-law of Ezekia Obat and Gladys Adero Obat. Loving wife of Richard Obat Licha. Dedicated mother of Reagan Job Licha and Blessing Manasseh Licha. Sister of Otieno, Eunice (Lawino), Pauline, Esther, Susan, Benter, Solomon, Joan, Samson and Andrew. There will be a major fundraising on 1/12/2014 at Garden Square Restaurant, Nairobi starting from 5pm.

The cortege will leave Masaba Funeral Home Kisumu on 5th December 2014 for an overnight stay at her home in Seme Kombewa. Burial ceremony will be held at her home on 6 December 2014.



Florence Achieng Okello Licha

Dhi gi kwe Japujoni. In God's hands you rest, in our hearts you live forever. Amen

Death and Funeral Announcement

It's with humble acceptance of God's will that we announce the death of Gladys Wambui Thirimu who went to be with the Lord on 24-11-2014 at 10.00am. Daughter of the late Job Thaimani and the late Martha Njeri; wife of Zachariah Thirimu. Mother to Judy Njeri, Patrick Muchiri, Job Thaimani, Margaret Njoki Ndegwa, Dan Ndegwa and Esther Wanjiku; grandmother to Shannon Wambui. Sister to John Gathungu, Ruth Wandia and Nancy Gathoni.

Relatives and friends are meeting at the All Saints Cathedral, Nairobi from 5.00 pm. A fundraising for funeral arrangements and hospital bills will be held on 2-12-2014 at the same venue.

The funeral service will be held at the **All Saints Cathedral** on 4-12-2014 at 10.00am. Thereafter, the cortege will proceed to the **Langata Cemetery** for the burial ceremony.

The memory of the righteous is blessed - Proverbs 10: 7



Gladys Wambui Thirimu

1/6/1946 - 24/11/2014

In God's Hands You Rest, In our hearts you remain forever!

Appreciation

We, the family of the late Enos Wakhutu Ochami (EW) would like to express our most sincere gratitude for the support received from all our relatives, friends and well-wishers following the demise of our beloved EW. We acknowledge your kind messages of sympathy, personal visits, generous contributions, spiritual support and company during EW's final journey. We remain touched and comforted by your kind gesture. We particularly wish to thank The Cabinet Secretary, Ministry of Environment, Water and Natural Resources Prof. Judi Wakhungu, Environment PS Dr Richard Lesiyampe, Water PS James Teko, staff of the Ministry of Environment, Water and Natural Resources, Lake Basin Development Authority, Lake Victoria North Water Services Board, MD Kenya Forest Service, MD National Water Conservation and Pipeline Corporation, NASCOP, KEMRI (Alupe), West FM (Bungoma), ACK Emuyundi Parish through St Agnes ACK - Ibitiro and the rest of our dear friends and well-wishers who assisted in various ways. Thank you so much for being there with the family of Mzee Enos. May God provide for you as per your needs. Kindly accept this message as an expression of our deepest gratitude.

We thank God for the years he granted Mzee Enos to be with us



Enos Wakhutu Ochami (EW)

Death and Funeral Announcement

Death has occurred of Victoria 'Vicky' Atieno Mshiki. Daughter of the late Lawrence and the late Lydia Mahoo Anindo of Ngei Phase I, Langata.

Loving mother of Cherotich Rutto of Standard Chartered Bank Nairobi, Melissa Chepkemoi Rutto of Kenya Airways, Sharon Amollo of CUEA and Sandra Mahoo of St. Paul University. Dear sister of Rose Ogada, Patrick 'Pathara' Odhiambo, Joseph 'Celes' Anindo and Agnes Nangondo Shikuku. Sister-in-law of Alfred Ogada and Quincy Shikuku.

Friends and relatives are meeting daily at Ngei Phase I, house No. 124 from 4.00pm. There will be a harambee to off set the medical bill on Sunday, 30th November from 2.00pm at Ngei Phase I, House no. 124. Burial date will be announced later.



Victoria 'Vicky' Atieno Mshiki

I have fought a good fight, I have finished the race and I have kept the faith."

Death and Funeral Announcement

It's with humble acceptance of God's will that we announce the death of Dedan Kirogo Munyua (Ndee). Son of the late William Munyua & Late Peris Njeri (Nyina wa Ndee).

Husband of Nancy Muthoni Kirogo. Father of Peris Njeri Njonjo, William Munyua, Late Danson Muriithi, Samuel Kimwaki (S. Africa), Edward Mungai (Prince) of London, Simon Muhoro, Grandfather of Dedan Kirogo, Irene Wanjiku. Njubi, Brother of The Late Danson Muriithi, Virginiah Wairimu Kage (Ruai) Hanna Karimi, Late Edward Mungai, Samuel Mbugua (Mwarimu Sammy) Gerishon Wangiri (Mechanic Wangige), Sarah Wambui Mbugua (N.C.C). Nephew of Mwalimu Teresia Gathoni (Gikambura). Brother in law of Simon Muhoro Kimwaki (Gathaithi) Beth Wangui (Githiga), Jane Wambui among others. Uncle of Tony Nganga (Ruai), William Munyua Muriithi (Kapten), Peris Njeri (Pien Florist City Market), Peris Njeri Njeri Kariuki (Thamanda), Susan Njeri Mungai, Peris Njeri Rwaro (Wangige Market) William Munyua Mbugua among Others.

Relatives and friends are meeting daily at his home Lower Kabete Kanyongo Village (Kwa Mbari ya Muriithi) The cortege leaves Thogoto Mission Hospital on Tuesday 2/12/2014 at 9.00am. The funeral service will be held from 11.00am at A.C.K St. Paul Mother Church Kabet next to Mary Leaky Girls and there after burial at his home Kanyongo Village

We love you Dedan, We still love you and we always love you. R.I.P



Dedan Kirogo Munyua (Ndee)

Celebration of Life

We announce the passing on of Mrs. Janet Njeri Mwangi on 22nd November 2014 after a long illness. Daughter of the late Jeremiah Muthumbi and the late Gladys Waithira Muthumbi.

She was the loving wife to Eliud Mwangi Chege and mother of Lucy Waithira Waruingi, Elizabeth Wanjiku Gitonga, and Catherine Muthoni Chege. Mother in Law to Peter Waruingi and Patrice Gitonga and grandmother to Muriuki and Wairimu Waruingi. Gloria, Stanley and Joy Gitonga. She was sister to the late Florence Wanjiru Maina and the late Zipporah Wamaita Waikwa.

Friends and relatives are meeting daily at All Saints Cathedral from 6pm Starting Tuesday 25th November to Friday 28th November, and at her home in Kangure Village, Nyakihai location, Kiharu Division, Murang'a County every evening.

There will be a memorial service at All Saints Cathedral Nairobi on Tuesday 2nd December at 2:00pm. The cortege leaves Chiromo Mortuary on Wednesday 3rd December at 8am for the funeral service which will be held at ACK Ititu church at 11am and thereafter will proceed to her home in Kangure village for burial.

'Precious in the sight of the LORD is the death of His Saints' (Psalm 116:15)



Mrs. Janet Njeri Mwangi

Funeral Announcement

It is with humble acceptance that we announce the sudden death of Eng. Edward Kamadi Akidiva, formerly Chief Design and Construction Engineer at KPLC Western Region, which occurred on the 18th November 2014 at The Aga Khan Hospital, Nairobi. Son of the late Dishon Akidiva and Mama Roselyn Kadenyeka. Husband of Judith Kihugwa (X-Ray Dept Kakamega County General Hospital), and Lynnette Kamadi (Executive Secretary of KUPPET Coast). Father of Eng. Dishon Kamadi (De La Rue), Eng. Lilian Kamadi (Nokia Networks), Effe Kamadi student at University of Nairobi (McBhB), Jacqueline Kamadi student at JKUAT (BSc. Electrical & Elect. Engineering) and Washington Kamadi Student at Moi Forces Academy, Nairobi. Brother of Dr. Aggrey Idagiza – Akidiva Memorial Hospital Migori, Stephen Akidiva, Margaret Jarega, Rhoda Kanaiza, Janet Mudoto, Beatrice Seli and David Akidiva, John Kegode of Nairobi City Council, Amani, Susan, Zipporah, Hellen and Rebecca Akidiva KPLC Eldama Ravine. Cousin of Ken Limozi City Council Nairobi. Nephew of Ernest, Maurice and Hesbon Rogongo. Uncle of Dr. Eunice Idagiza, Terry Idagiza Moi University, Linda Idagiza Nairobi Aviation, Dick Limozi Kigazikorina High School, Muhando, Lloyd, Kadenyeka, Ronnie, Victor Odongo, Titus, Faith, Josephine KPLC Nairobi, Robinson and Mama More. The body left Nairobi on Thursday burial is to be held in Migori County, at Ragana – Namba area on Saturday, 29th November, 2014.

May the Lord rest his soul in eternal peace.



Engineer Edward Akidiva Kamadi

2nd Anniversary & Unveiling of the Cross

Dad, it's exactly two years today since you left us. Your death left a heartache no one can heal. However, every day we celebrate you in some way, just by virtue of how you shaped our lives. Death is only a shadow across the path of heaven. It only ends a life not a relationship. Your Love is a memory no one can steal and you will always have a special place in our lives.

Dearly missed by loving wife, Karendi, Loving children, Eddie, Lilian, Amanda and Bridget, Dear mum Grace, Bro. Njoroge, Sisters Rosemary and Winnie, Nephews and Nieces, friends and relatives.

Prayers and unveiling of the cross will be held on 30th Nov., 2014 at his residence, Kinoo 87 from 2.00 p.m



Samuel Mungai Ngugi

Celebration of a life well lived

It is with humble acceptance of God's will that we announce the passing on of Paul Mulei Ndibo which occurred on 26th November 2014 after a brave battle with cancer. Son of the late Timothy Ndivo and the late Lydia Mathei. Loving husband of Rossalia Ndibo. Loving father of Margaret Kiana (Nairobi Hospital), Tina Ndibo (KenCall) and Emmanuel Ndibo (Safaricom). Brother of Kamukui Mutie, Patrick Nzive and Teresa Kimatu (Mombasa). Father-in-law of Ignatius Kiana (Nairobi Women's Hospital) and Dr. Mwende Kikolya (Ministry of Medical Services, Machakos County). Doting Grandfather of Luke Kiana, Natalia Kiana and Fidel Mwendwa. Brother-in-law of Jonathan, Joel, Stephen, Susana, Louise, Patricia (KenBright) among others. Uncle of Jane, John, Emmanuel, Michael, Jacinta, Steve, Esther, Ruth, James and others. Step-brother of Isaac, Ndunge and others. Prayers and funeral meetings are being held daily at his residence in Buruburu Phase 4 Hse 203 at 6pm. There will be a fundraising to offset medical expenses on Wednesday 3rd December 2014.

A memorial service will be held on Thursday 4th December 2014 at Blessed Sacrament Church (Buruburu) at 3pm. The funeral date will be announced later.

We love you Papa, but the Lord loves you more. May your soul rest in eternal peace.



Paul Mulei Ndibo

Gone Too Soon

We regret to announce the untimely death of Master Collins Odhiambo Oduol formerly of St. Marys Academy.

Beloved son of George Oduol of Kenya Air Force (LAB) and Jane Oginga of KMTCC (Mathare). Brother of Erick Oduol (KCA University), William Oduol (St. Francis Hospital-Nairobi) and Dennis Oduol (SEUCO University-Kitui). Brother in law of Valerie. Uncles: Robert Oduol formerly of Ministry of Finance, James Odhiambo, Benard Otieno, Martin Oduol (USA). Aunts: Margret Angwech, Beatrice Auma, Monica Akoth (KARI) and Joan Sauda (Health-Kisumu). Nephew of Morris Lwande (Ng'ya Girls), Collins Lwande (DFMH) and among others. Cousin of Caro, Nick, Norman, Brian, Edward, Wallace, Lillian and Cynthia. Grandson of the Late John Oduol Opondo and Late Mama Sylvia Oduol of Hawinga Nina. Family and friends are meeting daily for prayers and funeral arrangements at their house in Umoja II Plot 396. A fund raising will be held on 02/12/2014 at Norwiche Union opposite Hilton Hotel from 5.30pm. The cortege leaves DF Memorial Mortuary on 04th Dec 2014 for requiem mass at Assumption of Mary (Umoja I) and burial at their home in Hawinga Nina Village (Siaya) on 6th Dec 2014. Contributions can be sent to Mpesa No: 0721527866.



Collins Odhiambo Oduol
13/03/94 - 20/11/14

Celebration of a Life Well Lived

It is with humble acceptance of God's will that we announce the death of Joshua M'Mwenda Mubuongo at a peaceful sleep in Isiolo on 19th November 2014. Beloved husband of Zipporah Mwarana and Mary thiniwa.

Son of late M'mubuongo Barua and late Kang'endu Muriithi of Luuma village. Father of M'kiyu Kobia, Kailu Kang'ote, Samuel Tuulu, Francis Gichamui (Chief Ngaremaru Tigania East), Geoffrey Narangwi, Sabirah Kabeeria, Lucy Nkirina, Jeremiah Mutabari and James Kiburuka. Father in-law of Julius Kangote (RTD Chief Muthara), James Kaberia, Angelica Kaario, late Aterina Ngiliki Tuulu, Muthoni Tuulu, Monica Nyarui, Angelica Narangwi, Lucy Karambu and Margaret Kalayu. He had 52 grand children and 10 great grand children.

Friends and relatives are meeting daily at Isiolo Safari Bar (Isiolo) and Friends Corner Bar Muriri (Muthara) for burial arrangements as from 5.00 p.m. The cortege leaves Isiolo General Hospital mortuary on Saturday 29th November 2014 at 9.00 a.m. for burial and funeral service at Maburwa Sub-location Lii village.

"May God Almighty rest his soul in eternal Peace." Amen!



Joshua M'Mwenda Mubuongo
1924 - 19/11/2014



**REPUBLIC OF KENYA
THE JUDICIARY**

Promotion to Glory



Judah Koyi (Jagero) Ogwang

We regret to announce the death of Judah Koyi (Jagero) Ogwang which occurred on November 15, 2014, formerly of the Judiciary Kenya. Son of Mzee Hanningtone Ogwang Lang'o and the Late Damaris Amollo.

Brother of Pamela Akinyi, the late Charles odhiambo, the late Judith Ayoo, Lucy Ogwang, the late Kennedy Owino and Gabriel Odongo. Husband of Milicent Awino. Father of Hezel Achieng, Hillary Hanningtone and Linardo Bravo. Uncle of Yvonne, Jane, Audrey, Brian, Erick, Brenda, Joshua, Michael, Fred, Marvin, Wilfred, Damaris, Fridah and Gerald. Brother-in-law of James Auch, Samuel Auch.

The body will leave Nairobi Women's Hospital Mortuary on Friday November 28, 2014, and burial will be on Saturday November 29, 2014, at his home in Othoro Kabondo, Homabay County.

Jagero we loved you but God loved you more. Rest in peace Wuod Ogwang.

Death and Funeral Announcement

It is with humble acceptance of God's will that we announce the passing on of Amos Munialo Matere of Mbakalo village, Kibisi location, Bungoma County which occurred on 22nd November 2014.



Amos Munialo Matere
Sunrise: July 1934
Sunset: Nov, 2014

Son of the late John Matere, the late Salume Khetesheli Matere. Step son of Prisila Nekesa Matere. Brother of Trufena Nang'eni, Margaret Khasanti, Wycliff Matere, Turea Nasambu and Chiveli Matere. Step brother of the late Imombo, late Inyuma, Nang'unda, late Wakasa, late Aggrey Kuloba Matere, Khalisia and Were. Beloved husband of Loice Inyanchi Munialo. Father of Milton Sunguti (MoA, Tana River), Charles Situma (DRSRS), Raymond Khasabuli (St. Joseph's Boys, Kitale), Titus Wekesa (Shanderama School), the late Sasaka Muombe, Luke Matere (UoN), Evans Wafula (Coop Bank, NBI), Zaccarius Munialo (KPRL), Paul Mwami (MMR, Mariakini) and Pascal Sikuku (Equity Bank, Bondo). Father in-law of Lilian, Genetrix, Racheal, Emily, Everlyne Nanyama, Stella, Everlyne Nasimuyu and Lydia. Grandfather of many and an uncle of many.

Family and friends are meeting daily at his home in Mbakalo for burial arrangements. The cortege leaves Cherenani Nursing Home, Kitale on Thursday 27th November, 2014 to Friends church for service in Mbakalo at 4:00 pm and later for an overnight vigil and body viewing in his home which will extend to Friday. Funeral service and burial will take place on Saturday, 29th November, 2014 at his home in Mbakalo Village, Kibisi location, Bungoma County.

Baba Munialo khwa' Matere "you fought a good fight, you have kept the faith and finished the race". In God you receive everlasting rest, in our hearts we cherish you forever!

Death and Funeral Announcement

It is with humble acceptance of God's will that we announce the passing on of Jackson Njue Marondo of KRA on Tuesday 25/11/2014. He was the son of Bernard & Beatrice Marondo. He was the loving husband of Janet Mutea. He was the beloved father of Tony Mugendi- JKUAT and Sandra Wanjia- Kyeni Girls' High School. He was brother to Winnie, Dorothy, Jane and Grace. He was the son in law to the late Mr Samuel & Susan Mutea of Ukuu, Meru; brother-in-law to Mutwiri, Priscilla, Loise, Doris, Eunice, George, James and Wilson of Ukuu, Meru.



Jackson Njue Marondo
19/09/1965- 25/11/2014

The body leaves Umash funeral home on Wednesday 3rd Dec 2014 for burial at Kanyumbora Village on the same date starting at 11.00am.

Family and friends are meeting at The All Saints Cathedral, his home in Doonholm and Kanyumbora village daily from 6.00pm.

I have fought the good fight, I have finished the race, I have kept the faith' 2Tim 4:7

Teachers Service Commission**Death and Funeral Announcement**

James Loware Macharng'ole

It is with humble acceptance of Gods will that the Teachers Service Commission announces the death of James Loware Macharng'ole of Turkana Central Sub County following a road accident along the Lokichar-Lodwar-Kitale highway.

Husband of Lucy Muya Ereng. Father of Sammy Achakar, Phyllis Nanok (both of Nakulija Academy) Hagga Lotwel and Olive Katodi. Son of the late Macharng'ole Lowoyakoro and Nakure Macharng'ole. Brother of Lokael, Emutono, Peiteni, Achakar, Lorongon, Namoni and Ikeny Macharng'ole. Son-in-law of David Ereng and Elizabeth Erot. Brother-in-law of Alfred, Ereng, Nancy, Ekiro, Atabo, Arot, Musa and Asekon Ereng.

The cortege leaves Moi Teaching and Referral Hospital Mortuary today 28/11/14 for his home at Lokichar town. There will be a Requiem Mass on tomorrow 29/11/14 at the Christ the King Catholic Church followed by burial at Lokordoyo Village, Lochwaa Location, Lokichar Division, Turkana South, Turkana County.

We love you but God loves you more. Rest in peace

Celebration of Life

Meshack Maragia Getugi
3/7/1939 - 20/11/2014

It is with deep sorrow and humble acceptance of Lord's will that we announce the demise of Mzee Meshack Maragia Getugi which occurred on 20th November 2014. Son of the late Joram Getugi and late Salome Bochere and Truphena Masi. Beloved husband of Clare Kemuma Maragia. Son in Law of the late Michael Nyagisera and the late Nyorita Bwari. Loving father of Anne and George Jaramba, Elizabeth and Samuel Orenge, Pamela Nyaboke, late Kennedy Moemi, John and Jackie Oigo, Peter and Joyce Nyambane, Moses and Maureen Nyandusi, George and Lucy Nyamweya. Granddad of Tony, Brenda, Frances, Christine, Bochere, Ken, Lucy, Bitongo, Caroline, Christian, Ian, Ray, Imani and 13 others. Brother of Ataya, Nyaboga, Nyambane, Duncan, Kerubo, Kerage Ratemo, Omoke, Milka, Nyaboke, Moindi, Nyabaro and Elijah. Uncle of Margaret, Henry, Tom, Boni, Joyce, Rose, Victor, Sister Florence, Julius, Michael, Janet among others. Brother in law of Susan, Beutath, late Nyamagwa, Late Moemi Sister Albert, Pius, Barongo, Basil Moruri, Mogaka, Bitongo, Oigo and Sabina. Korera of Okudo, Mbaka, Nyagwoka, Rop, Mochoage and Mosomi

Family and friends will meet at the Professional Centre on 2nd Dec 2014 at 5:00pm for Fund-raising to offset Hospital and Burial expenses.

The cortege leaves Hema Funeral Home on 4th December 2014 for a Funeral Service at Kisii Catholic Parish and for a night vigil at his Nyanchwa home. The requiem mass will be on 5th December 2014 from 10 am at Nyanchwa College and burial at his home.

In God's hands you rest Dad, in our hearts you remain forever.

National Museums of Kenya**Death and Funeral Announcement**

We regret to announce the death of Mr. Martin Muriungi Mikwa that occurred on 22nd November, 2014 after short illness. At the time of his death, he was an employee of National Museums of Kenya based at the headquarters.

Son of George Mikwa and Consolata Kagwiria Mmathu. Husband of Pauline Wangechi and father of Stratus Murerwa, Samuel Kinyanjui and Joseph Kimathi. Brother of Seberina Karimi, late Joseph Mukaria, Agnes Korwirwa, Zipporah Kuri, David Muriithi, Mark Kinyua and Charity Kendi. Uncle of Philip, Susan, Carol, Franklin, Mutethia, Mitchell, Stephen, Christine, Kevin, Dennis, Peter, Jacinta, Catherine, Moses, Rayan, Mwenda, Jackline and Angel. Grandfather of Sharon, Elijah, Uriah, Ann, Blessing and Abigail.

The cortege will leave Kenyatta University Mortuary Nairobi today 28th November, 2014 for burial at Kaaga -Meru County.

"May God rest his soul in eternal peace"



Martin Muriungi Mikwa

Celebration of a Life Well Lived

It is with humble acceptance of God's will that we announce the death of Sareh Mutio Nzau of Athi-River which occurred on 18th November 2014. Wife of James Munguti Nzau.

Mother of the late Susan Ziro, Betty Munguti, Jackson Mutiso, Jasper Munyaka, late Margaret Nthambi, late Dickson Nzau, Benson Muthini and Agnes Livu. Sister of the late Loise Ndunda, late Martha Nzioki, late Solomon Songolo, late Esther Wambua, Monica Mbwi, John Songolo and Paul Songolo. Mother in law of William Ziro (Mombasa), late Benjamin Okanga (Homa Bay) and Sebastian Livu (Mukaa). Daughter in law of Mary Mutiso and Emily Munyaka. Sister in law of Ndolo, Kalekye and Mithe. In-law of the late Kani, late Ziro, Beatrice King'oo and late John Livu. Grandmother of Mercy, Safari, Fahari, Saro, Sylvia, Anthony, Caroline, Mutio, Agnes, Kyalo, Muthoki, Mwende, Mutua, Munguti, Mbithe and Nzau. Great grand mother of Shawn, Jayde, Ashley, Gift, Yvonne, Eugene, Layla, Mashir, Abdul, Karim, Khadija, Munira and Husseni.

Friends and relatives are meeting daily at 7 Up Hotel Machakos, Athi River- Betty's house and home - West Ngosini. The cortege leaves Montezuma Monalisa Funeral Home Machakos on 29th November, 2014 at 9.00am for burial at her home West Ngosini, Makueni County.



Serah Mutio Nzau

Appreciation**Mama Rispah Arwa Ralala Ombaka**

We, the family of the late Mama Rispah Arwa Ralala Ombaka do hereby express out deepest gratitude to our relatives, friends and others who joined with us and assisted us in many different ways to give Mama a dignified farewell.

We would like to thank especially His Excellency Dr. Evans Kidero, Governor Nairobi County and Dr. Susan Mboya Kidero, Dr. Jorry Odede and family for their support; Dr. Shem Arungu-Olende and his Muthaiga Golf friends; the Funeral Committees in Nairobi and Ulumbi; St John's Community Church and their church choir; the clergies from the Diocese of Maseno South; the leaders and politicians who eulogised Mama. Many thanks to Ulumbi Secondary School Principal for the use of their facilities; and Pearl Banquet for their superb catering.

Our thanks and appreciations to Mama's physicians of many years: Dr. Dan Gikonyo of Karen Hospital Nairobi and Dr. Ali Bhoi of the Aga Khan Hospital, Kisumu; Dr. Mulimba of Kenatta National Hospital; and Dr. Khama Rogo and his colleagues at Yala Sagam Community Hospital. We are also grateful to the nurses and our home-care staff who looked after Mama through many years.

Thank you all and may God bless you abundantly.

Death and Funeral Announcement

It is with profound sadness that we announce the passing on of Pauline Kerubo Kenyansa after a long illness in the morning of 17/11/2014 at KNH. She hails from Emeroka Sublocation, Irianyi Location Kiamokama Division, Nyaribari Masaba-Kisii County. Daughter of the late Barnabas Kenyansa Okari and Bathsheba Kemuna Kenyansa. Stepdaughter of the late Mosiara and Tabitha. Loving mother of Everlyn, Stellah, Linet and Ken. Grandmother of Ondieki. Sister of George (Makadara Law Courts), Zablun, Lumumba, Richard, Baby, Jane, Jerry (Chairman Cocowa) and Onyangi. Niece of Hon Simeon Nyachae, Ombongi, Oira, Nyabeta, Maranga and Ogero. Cousin of Charles Nyachae (Chairman CIC), Jared Navaton (chairman Shabana FC), Peter Miyiinda, Tom Mochama, Mogambi, Ben (SSMB), Okari (TZ) and Elijah Mombasa. Aunt of Nyandusi Nyakeramba (Director KTD). Friends and relatives are meeting daily at Garden Square and Nairobi West. Main fundraiser will be on 03/12/2014 at Professional Centre from 5pm and a mini fund raiser on 01/12/2014 at the village in Kisii. The cortege leaves Kenyatta National Private Wing Mortuary on Thursday December 4th 2014 and the funeral service will be on Friday December, 5th 2014 in Kisii.



Pauline Kerubo Kenyansa

Pauline you fought a great fight, you completed the race faithfully. May you repose in eternal peace.

Gone Too Soon

It is with humble acceptance of God's will that we announce the sudden promotion to glory of our beloved Calolyne Njeri Njuki.

Loving wife of Dr Godfrey Njuki Njiru of Embu PGH. Doting mother of Stephanie Wawira and Michelle Nyambura (Embu Shepherd). Daughter of the late Josiah Njika and late Adrine Nyambura Njika of Mugoiri, Murang'a County. Daughter in - law of Njiru Kugariura and Gladys Igoki Njiru of Kirima, Mbeere South, Embu County. Sister of late Julius, Millicent, late Beth & Dr. Wambua, late John, Rebecca & Gibson, Abigael and Antony, late Reuben, Suzane, and Ruth & Nelson. Sister in - law of Dr H.N. Njiru (Embu PGH) & Felista, Nancy, Beth & Nephth, Col PM Njiru and Mercy, Carol & Mugo and Doris Njiru (Ewasco). Loving auntie of many. Granddaughter of Elizabeth Wambui Gatuguta.



Calolyne Njeri Njuki
23/03/1977 - 23/11/2014

Friends and relatives are meeting daily at Embu sunrise hotel, from 6:00 - 8:00 Pm for prayers and funeral arrangements. The cortege leaves Gakwegori funeral home on Tuesday 2/12/2014 at 8:00 A.m for funeral service and burial starting at 10:00 A.m at Gicharu village Kirima sub-location, Mbeere south Embu County.

"In God's hands' you rest, in our hearts you live forever"

Appreciation

There are no words that can fully express our sincere appreciation for the support that was extended to us by friends, relatives and brethren following the Promotion to Glory of our beloved Ruth on 10/11/2014. We have been deeply touched by your love that made us feel we were not alone in our time of grief.



Ruth Wanjiku Goro

Special appreciation goes to CITAM Woodley, CITAM Valley Road, ACK All Saints Mucatha, Glory Voices, BSF Karen, God Bless Kenya and the Funeral Organizing Committees at Nairobi and at Mucatha.

May the LORD richly bless each one of you for your support to the Goro Family.

Death and Funeral Announcement

Death has occurred of George Ngugi (Hiiri) Wamai, Chairman Muoroto Supermarket, Githunguri. Husband to Elizabeth Wangui.



George Ngugi Wamai (Muoroto)
9/12/1939 - 24/11/2014

Son of the late Jonathan Wamae and Grace Mumbi and stepson of the late Peris Wambui. Son-in-law of the late Simon Ngugi (Wa-Queen) and Mary Njeri. Father of Jonathan Wamae, Simon Ngugi, Grace Mumbi, Mary Njeri, Carol Njeri and Ann Waithera. Grandfather of Ngugi Wamai, Hiiri Ngugi, Chuchu, Wangui Ngugi, Simon Wamai, Ng'ang'a Ngugi, Wangui and Mumbi Wamai, Zaina and Idris Kaka. Brother of Mrs. Gladys Kagiri (Mombasa), Florence W. Cauri (Kanjai), Lucy W. Ngugi (Gitwe), James Ng'ang'a, Stephen Mukunga, Newton Njuguna, Benjamin Mwiruri, Joseph Gatoto (all of Gathanji), Obadiah Mucheru (Ngong), Mary Wanjema, Winnie Wangari, Paul Njama, Samuel Kimani (USA), Jane W. Nganga, Nancy W. Mukora and the late Herman Ngugi, Phinehas Mungai, Jane W. Mungai and Margaret W. Kimani. Brother-in-law of Ayub Nganga and Wambui Wanguhu, among others.

Cortege leaves Kenyatta University Funeral Home on Tuesday 2nd December 2014 at 9:00 a.m. Funeral service will be held at PCEA Gathanji Church at 11:00 a.m. followed by burial at his farm near PCEA Gathanji Church.

Blessed be the name of the Lord. Amen!

Celebration Of A Life Well Lived



Kileon Obura Omolo
1917 – 2014

It is with humble acceptance of God's will that we announce the passing on of Kileon Obura Omolo of Kano Kolwa Location-Kisumu County on 25th November 2014 after a long illness bravely borne.

Husband of Roselidah Claris Obura. Father of Prisca Odanga, Jack Omolo of Madote Company, Professor Willis Obura of Great Lakes University, Engineer Erick Obura of Pan Africa Chemicals Ltd., Professor Herbert Obura of Nairobi University, Geoff Orao Obura of Obura Mbeche and Company Advocates, Meshack Obura of Meshack Okoth Obura and Company Advocates, the Late Mary Malaki, Jane Oduor (Businesswoman), Engineer Ben Obura of Shell International Trading Middle East, Becky Obura (Financial Consultant - Barben Company Limited) and the Late Engineer Carey Obura. Grandfather of Belinda, Nana Wanjau, Phillip, Wilson, Clifford, Dr. Yvonne Neubeaur, Judy, Jerry, Collins, Marion, Manasseh, Sarah, Francis, James, Tanaya among many others.

Funeral arrangements will be announced later.

“....Lord gave and the Lord hath taken away, blessed be the name of the Lord”
Job 1:21



ORANGE DEMOCRATIC MOVEMENT
Orange House Menelik Road Kilimani Area Nairobi | P. O. Box 2478-00202 Nairobi | Tel: 020-20253481 | Fax: 020-2177703

MESSAGE OF CONDOLENCE



The Party Leader, The National Governing Council and the National Executive Committee of the Orange Democratic Movement wish to express their deep-felt condolence to the family, friends, relatives and the County of Homa-bay following the untimely demise of Hon. Senator Gerald Otieno Kajwang – Senator, Homay County. Senator (Nyakwar Nyakwamba), we promise that your dream for a Democratic, Inclusive and Equitable society will certainly be fulfilled.

RIP Comrade

DEATH ANNOUNCEMENT

MR. JOHN WARURI GITHUKU



– ‘Mr. Gee’ -
September 6, 1933 - November 23, 2014

It is with deep regret that we announce the death of former Permanent Secretary (PS) **John Waruri Githuku** on November 23 at the Aga Khan Hospital. Mr. Githuku was a former educator and career civil servant who served the Government of Kenya in various distinguished positions including PS - Planning and National Development; PS - Commerce and Industry and PS - Industry.

Devoted husband to Mary Wambui Githuku and brother to Esther Wairimu Kabechu, the late Moffat Githuku, the late Watson Muriuki, the late Waciuri Waruri and Githui Waruri, he was the son-in-law to the late Hon. Davidson Ngibuini Kuguru and brother-in-law to the Kuguru siblings.

Mr. Githuku was a devoted father to: the late Dr Tony ‘TG’ Githuku, Dr David Githuku of Cincinnati-Ohio; Anne Githuku-Shongwe of Pretoria-South Africa; Patrick Githuku of Atlanta-Georgia and Rose Gacoka of Nairobi. He was the father-in-law to Susan Wakhungu-Githuku, Margaret Githuku, Dr Keith Mantayi Shongwe and Wangari Githuku.

Mr. Githuku, ‘Guka’ was the beloved grandfather to: Shaun Githuku (Boston), Adrian Githuku (Atlanta), Maria Githuku (Los Angeles), Natalie Githuku (London), Zawadi Shongwe (Cape Town), Malaika Shongwe (Pretoria), Kwezi Shongwe (Pretoria), Ryan Githuku (Atlanta), Hayden Githuku (Atlanta) and Philip Gacoka (Cincinnati).

Mr. Githuku, whose intellectual prowess earned him the nickname of a popular Physics textbook while at Alliance High School, was an exemplar of Christian values and a humble and dignified man who mentored many and served this nation for over 40 years.

Prayers will be held at his residence in Garden Estate on Sunday, 30th November, 2014: 3pm-5pm.

Further details on the arrangements for his resting place will be announced in due course.

May his soul rest in eternal peace.

Death And Funeral Announcement

It is with humble acceptance of God's will that we announce the death of Robert Muriu Gathumu of Kaitheri Village, Kerugoya Location, Kirinyaga County. Son of the late Gathumu Ireri and Charity Wangechi Gathumu. Husband of Rachael Wanjiku Muriu, brother of Anna Wanjira Mugo, the late Pius Ireri Gathumu and the late Simon Kimotho Gathumu. Father of Gilbert Muriuki Muriu, Eliud Gitahi, Miriam Njeri, Janeffer Wangui, Andrew Peter (Gariama Holdings), Salome Muthoni (Fazil & Sons Ltd) and Ann Wacuka (Solutions East Africa) and grandfather to many.

Friends and relatives are meeting at his Kaitheri Village Home daily starting at 4.00 pm for burial preparation.

The cortege leaves ACK Mt. Kenya Hospital, Kerugoya on Tuesday 2nd December 2014 at 8.00 am for funeral service at his home and thereafter burial at his farm.

May God rest his soul in Eternal Peace. Amen.

"If we live, we live to the Lord and if we die to the Lord, so whether we live or die, we belong to the Lord" Romans 14:8



**Robert Muriu
Gathumu**
1922-26/11/2014

Death and Funeral Announcement

It is with deep sorrow and humble acceptance of Gods will that we announce the passing on of Mr. Nixon Ndirangu Kariuki which occurred on 23rd November 2014 while undergoing treatment in Medarita - The Medicity Hospital in New Delhi India.

Loving husband of Rosemary Muiruri (formerly Delarue). Wonderful father of Derrick Kariuki of Utumishi Academy. Eunice Wanjugu and Lisa Wangari both of Mount Laverna Academy. Brother of Rosemary Wanjiru Muturi, Humphrey Waweru Kariuki (Partner Trio Tax Consultants) Michael Mureithi Kariuki, Margaret Wangui Kibera (KU), Maina Kariuki and the Late David Mwangi Kariuki.

Family and friends are meeting daily at Antonio's Grill from 5.30pm opposite Bishop Otunda plaza and at his Kahawa West home near Green Cottage for funeral arrangements.

Burial date to be announced later.



**Nixon Ndirangu
Kariuki**

Our Sincere Heartfelt Gratitude

We the family of the Late Laban Mutuku Mbithi thank the Almighty God for the years He gave us to be with him. We wish to thank and appreciate everyone who stood with us as we bid farewell to our dear husband father and friend.

We particularly wish to thank the presiding officer of Kee Salvation Army major Jones and Mrs. Mutunga for presiding over the burial service.

We cannot forget his former employer National Industrial Training Authority of Ministry of Labour, Social Security and Services for assisting us in the burial preparations.

We sincerely appreciate both committees in Nairobi and at home, friends and well wishers for support and contributions.

We wish we could mention each and every one who gave support in one way or the other, but since it is not possible please accept this message of appreciation as an expression of our utmost sincere gratitude.

Ecclesiastes: 7:1

A good name is better than fine perfumes and the day of death is better than the day of birth.
Rest in peace.



**Laban Mutuku
Mbithi**

Death Announcement

We regret to announce the death of Ndiritu Macharia wa Leonard Githui [wa Leo] on Monday 24th Nov 2014.

Grandson of Chief Kareithi wa Kamweti and the third child of Leonard Githui Kareithi and Millicent Mahira Githui. Husband of Susan Kagendo. Father of Pitty Njoki and Susan Karungari. *Guaka* of Suzzy Nyaguthi, Sylvia Thitu, Sydney Ken, Loretta Immaculate, Jayden Mugisa and Nadine Kagendo. Brother of late Una Wanjira w/o Dr Samuel Gatiri, G. Kareithi Ihiga, Mutu wa Gethoi and Wangari Nyang'endo w/o Fred Kamande. Uncle of Dr. Mary-Anne Karungari Wachira, Joyce Murugi, Jackson Gitonga, Joe Ihiga, Karungari Mutu, Wangechi Mutu Lazzaroni (N.Y.), Kamweti Gethoi Mutu and Irungu Kang'aru Mutu (N.Y.), Loise Kingori, Nyakio, Musa Ihiga, I. Wachira and grand uncle of Neema Mutu Lazzaroni, Charlie ka-Mutu Kamweti, Wathira Mutu Lazzaroni and Aidea Wathira Kamweti.

Family and friends meet at Ndiritu's Home. Funeral arrangements to be announced soon.



**Ndiritu Macharia
Githui**
1936 - 2014

Appreciation

We the family of the late John Njatha Jeremiah (JN) wishes to express our heartfelt appreciation to everyone who gave their time and resources sent messages of encouragement and prayed with and for us. Special thanks to St Gabriel Jumuia, Blessed Sacrament Catholic (Nrb) and choir, Holy family (Githunguri), fellowship groups and the funeral arrangement committees in Nairobi and at Githunguri.

We appreciate the Doctors and nurses at Metropolitan and Mater Hospitals for the care they gave during his hospitalization.

Since we may not be able to mention you all by name we are extremely grateful and humbled and May God bless you all and your families



**John Njatha
Jeremiah (JN)**

1st Anniversary / Unveiling of the Cross

It is exactly one year since you suddenly left us to be with the Lord.

Not a single day passes without very fond memories of your love, kindness, wise counsel, and compassion which continue to bind us as a family.

You taught us the virtues of hard work, honesty, humility and commitment to God, which we shall uphold each day.

We thank the almighty God for the gift of your life and the joy we shared together.

Fondly remembered by your loving wife Catherine Nduhiu, children, Alex, Cyrus, Catherine, Eva, Elijah, and Eric. Grand children; Christian, Kaycee, Christie, and Wayne, relatives and friends.

There will be a memorial service and unveiling of the cross on Saturday 13th December 2014 at Itiati farm, near Karatina university Itiati campus at 2.00 pm.

"Those who live good lives, find peace and rest in death" Isaiah 57: 2



**Christopher Isaac
Nduhiu**
12th May 1948 - 20th Nov. 2013

Appreciation

We the family of the late Mrs. Sarah Wanjeri Kanyeki, wish to express our heartfelt gratitude and sincere appreciation to all relatives, friends and well wishers who supported us through prayers, phone calls, messages of condolence, personal visits, moral, spiritual and material support following the demise and funeral of our beloved mother who passed on 17th October 2014.

Since we are not able to thank each and every one of you individually, kindly accept this as our sincere gratitude. We appreciate your making this difficult time bearable.



**Sarah Wanjeri
Kanyeki**

In Loving Memory/1st Anniversary

Alex, it is one year since God called you from this life to Himself. We tearfully miss your cheerful smile each day but take strength in knowing that the parting is only for a while as we shall be reunited in God's Presence.

May God grant you eternal life full of light, happiness and peace in His kingdom.

Fondly remembered by your family and friends.

There will be a memorial service on Saturday 29th November 2014 at the family home at Kinanie, Athi River, from 1pm.



**Alex M.
Mwangangi**
30/10/1990 - 29/11/2013

**National Intelligence Service****Death and Funeral Announcement**

It is with humble acceptance of God's will that we announce sudden death of Nicodemus Musila Mwanza of NIS Machakos County which occurred on 19th November, 2014. Son of Mzee Titus Paul Mwanza and Mama Grace Ngina Mwanza of Utithini Village Kwa Mutula Sub-location Kathama Location Mwala Sub-county Machakos County. Beloved Husband of Consolata Kalekye Musila. Father of Eric Munyao Musila And Cynthia Ngina Musila. Brother of Cramuel Musila, Johannes Mutinda, Faith Nduku Kitavi, Mary Mbiny, Dorothy Nzemi and Fridah Wayua. Son-in-law of Peter Munyao Muli and Mama Cecilia Nduge Munyao.



**Nicodemus Musila
Mwanza**

The cortege leaves Montezuma Monaliza Funeral Home-Machakos on Friday 28th November, 2014 for church service at Mithini Catholic Church and later funeral service at his father's homestead Utithini Village kwa Mutula Sub-location, Kathama Location at 2.00pm.

"Say not in grave he is no more, but live in thankfulness that he was"

Appreciation

The entire reriani family, would like to express our heartfelt and utmost gratitude during the process of bidding farewell to our son, brother, cousin and friend, Capt. Timothy Murage "Ragz" following his demise in South Sudan.

First and foremost, to the Almighty God for years He gave us with ragz on earth and his presence the entire duration of the burial arrangements.

With deepest gratitude, we acknowledge the kind messages of sympathy, personal visits, tributes, generous contribution, spiritual support and expression of care and kindness that we have received, and walked with us the entire difficult time.

We acknowledge with heartfelt appreciation: Fr. Martin Onyango of Our Lady Queen of Peace, South B, the choir and the entire parish community. Fr. Jack of Kinangop Catholic Parish and the choir. Pastor Antony Kiama for his wonderful words of encouragement.

The aviation fraternity that met endlessly well into the night at dambusters club, wilson airport. The helpful crew from Juba.

Congregants at the South B requiem mass and at Kinangop for the burial.

The very dedicated organising committee, family, Kenya School of Flying and Kinangop fraternity that worked tirelessly.

Your presence, contribution and time simply gave us strength.

May the Almighty God bless you all abundantly!!!



**Captain Timothy Murage Ririani
'Ragz'**

**I AM GETTING
READY TO GO
HOW AM I
DOING IT? I'M
LAYING ASIDE EVERY
WEIGHT AND SIN THAT
DOES SO EASILY
BESET ME AND
I'M GETING LIGHT
FOR THE FLIGHT.**

**WILLIE MAY
FORD SMITH**

Death and Funeral Announcement

Maganlal Damodar Raichura
07/07/1932 - 26/11/2014

It is with deep regret that we announce the death of Mr. Maganlal Damodar Raichura of Nyanza Sugar & Produce Ltd Kisumu.

Son of the Late Damodar Jamnadas Raichura and the late Puribai Damodar Raichura. Husband of Mrs. Manjulaben Maganlal Raichura. Father of Bina Kartik Lakhani, Sonal Amit Sodha, Ratna Shailen Thakrar and Nilesh Raichura.

Father-in-law of Suchita N. Raichura, Kartik Lakhani, Amit Sodha and Shailen Thakrar. Grandfather of Meera N. Raichura, Mamta N. Raichura, Shriti K. Lakhani and Ashni K. Lakhani.

Funeral will take place on Friday 28/11/2014 at Hindu Creamtorium Kisumu at 3.00pm. The funeral cortege will leave the residence of Nilesh Raichura at 2.30pm.

SPORT

CRICKET | Australian PM condoles with family

Shock and grief as cricket world mourns Hughes

Australian's rare death in competition leaves players, politicians in big shock worldwide

Sydney

Players and politicians expressed shock and grounds fell silent yesterday as the cricket world plunged into mourning after the death of Australian batsman Phillip Hughes.

Ripples from the demise of Hughes, two days after he was knocked unconscious by a cricket ball, quickly spread across the planet as the sport reeled from a rare death in competition.

Play was called off on the second day of the third Test between Pakistan and New Zealand in Sharjah, with some players described as distraught. An image of a smiling Hughes adorned the electronic scoreboard in the empty stadium in the United Arab Emirates, where the 25-year-old recently played for Australia.

Heart-wrenching message

At the Adelaide Oval, home ground of Hughes's South Australia team, the heart-wrenching message "Vale Phillip Hughes 1988-2014" was posted on an otherwise empty scoreboard.

Australian legend Adam Gilchrist summed up the shock at Hughes's

66

Shocked to hear about Phil. Sad day for cricket"

Sachin Tendulkar, Indian superstar

death with a tweet that read: "No no no no no. RIP Phillip Hughes."

The batsman collapsed on field during a Sheffield Shield match in Sydney and underwent emergency surgery, but he never regained consciousness. Australian Prime Minister Tony Abbott said Hughes "was a young man living out his dreams. His death is a very sad day for cricket and a heartbreaking day for his family."

Shane Warne and Glenn McGrath were among the Australian greats to send condolences along with national coach Darren Lehmann, who tweeted: "RIP you little champ, we are all going to miss you!"

And Indian superstar Sachin Tendulkar led a wave of sympathy from abroad as he saluted Hughes, his former team-mate in the Indian Premier League. "Shocked to hear about Phil. Sad day for cricket," Tendulkar said.

Former South African wicketkeeper Mark Boucher, who was forced to retire in 2012 after being hit in the eye by a bail while wicketkeeping, tweeted that he was "lost for words".

International Cricket Council chief executive David Richardson said: "All those who play, have played or are in any way connected to the game are devastated by the news."

There was also sympathy for New South Wales paceman Sean Abbott, who bowled the ball that felled Hughes. "How will he will continue? He is dealt a blow to his career and he needs counselling, which I am sure must have started, and needs to stay calm," former Pakistan fast bowler Waqar Younis said. Former England captain Andrew Strauss, who played alongside Hughes at Middlesex, led British tributes, describing the news as "sickening". (AFP)



FILE | NATION

Australian batsman Phillip Hughes bats during the 2013 ICC Champions Trophy cricket match between England and Australia at Edgbaston in Birmingham, central England on June 8 last year. Hughes died yesterday from injuries sustained when he was hit by a bouncer in a domestic game.

VOLLEYBALL

Prisons, Co-operative Bank set sights on men's title in weekend's play-offs. P.70

Aussie's fallen batsman was loved by many

Sydney

He was a country boy whose love for the "Baggy Green" took him all the way from a rural Australian town to the bright lights of international cricket when he made his Test debut aged just 20 in South Africa.

But despite breaking records on that tour and attracting comparisons to cricketing great Don Bradman, Phillip Hughes never lost touch with his country upbringing.

And as he pursued his dream of representing Australia, Hughes also made many friends and stole fans' hearts with his hardworking, down-to-earth approach.

Like Bradman, Hughes grew up in the Australian bush. He was born on November 30, 1988, the son of a banana farmer in the small town of Macksville in northern New South Wales. At 12, Hughes made his debut for Macksville RSL Cricket Club's A-grade team. Six years later, he played his first match for the state — the youngest NSW debutant since current Australian captain Michael Clarke.

1988

Year fallen Australian batsman Phillip Hughes was born

Hughes' journey took him to South Australia and on to English county team Middlesex for a stint at Lord's, the world-famous London ground regarded as the home of cricket.

The popular batsman exploded onto the world stage in his Test debut in South Africa in 2009, top scoring for Australia in the second innings at Johannesburg with 75 runs.

The left-hander followed up in the second Test at Durban with centuries in both innings, amassing some 275 runs at the crease. He became the youngest batsman to score twin centuries in a Test, drawing the Bradman comparisons.

Ungainly stance

Hughes' slightly ungainly stance and habit of smashing the ball through the off-side was said to have stemmed from his boyhood, when the family home lay to his leg-side as he batted and he wanted to avoid hitting the ball through the kitchen window. But after bursting on to the international scene, the runs did not always come as easily later on as bowlers probed that unorthodox technique.

Hughes played 26 Tests for his country but never secured a regular place in the national team despite some 9,000 first-class runs. He last played at Test level in July 2013 at Lord's where he scored a total of two runs in two innings. In his 26 Tests, Hughes scored 1,535 runs and had a batting average of 32.65. He played 25 one-day internationals with an average of 35.91. His strong form for Australia A and South Australia earlier this year saw him included in the Test squad to face Pakistan although he wasn't required to play. (AFP)

Sh8m Pan Africa Life boost for Strathmore Leos

BY CELLESTINE OILO
byonga@ke.nationmedia.com

Strathmore University rugby team captain Brian Nyikuli is confident his team will maintain the top spot in the ongoing Kenya Cup tournament following Sh8 million sponsorship from Pan Africa Life.

Nyikuli noted that the deal, which will see the team change names to Pan Africa Strathmore Leos, will motivate

the team as it seeks a maiden Kenya Cup title, saying the players are now in a better position to achieve this.

"We are grateful to the sponsors for coming on board because this will take some pressure off the university. I want to assure our rivals that we will not relinquish the top spot in the league," he said during yesterday's launch at the Strathmore Business School. Leos have been top four finishers since joining the championship four years

ago, and were on course to winning a maiden title last season only to lose out to Nakuru at the semi-finals.

Pan Africa CEO Kennedy Muriithi challenged the team to aim at winning the title. "You have been performing well in this tournament but I urge you to go for the ultimate prize, the national trophy," he said. The money will cater for kits, training equipment and medical expenses over two years. Sh1 m will go towards academic scholarships.



MARTIN MUKANGU | NATION

Pan Africa Holding acting CEO Stephen Kamanda presents playing kit to Strathmore's Brian Nyikuli.

FOOTBALL

Bastia's Brazilian striker Brandao was yesterday jailed for a month and fined 20,000 euros (\$25,000) for head-butting Paris Saint-Germain's Thiago Motta.

HUGHES GONE TOO SOON
25
Age of Australia's fallen batsman Phillip Hughes who died early yesterday

FORMULA ONE

Kimi hopes for Ferrari fight with Vettel

Kimi Raikkonen promised new Ferrari teammate Sebastian Vettel a tussle on the track next year when they will target a long-awaited Formula One world title for the struggling 'Scuderia'. Ferrari have undergone a major overhaul in recent weeks with four-time world champion Vettel coming in to replace departing Spaniard Fernando Alonso and Maurizio Arrivabene succeeding sacked Team Principal Marco Mattiacci.

TENNIS

Cilic tips Murray to bounce back

Reigning US Open champion Marin Cilic said Thursday he believes Andy Murray will be back to peak form soon after a difficult year in which the Scot also named a woman head coach. World number-nine Cilic of Croatia faces his fellow Grand Slam winner in the Philippine capital in the marquee men's singles match-up when the International Premier Tennis League (IPTL) debuts today.

Kenya Airways Golf Series qualifiers head to par-71 Nyali Club course

BY LARRY NGALA
Ingala@ke.nationmedia.com

Kenya Airways flies down to the Coast this weekend to pick up three more qualifiers as the 2014/2015 KQ Golf Safari Series enters the fifth leg at the par-71 Nyali Golf and Country Club course. Coming a week after the fourth leg in Nyeri, this weekend's event

which is open to golfers from the Coast region has attracted 150 players.

Huge field

This weekend's field at Nyali will be the second biggest so far in this year's series after the second leg at Limuru where over 264 golfers participated. Nyali captain Sammy Kamau has said the course is in great condition as the

club prepares to host the Nyali Open in few weeks. Nyali Open is the grand finale of Kenya's National Order of Merit, popularly known as the Golfer Of The Year.

"The course has been prepared not only for this event but also for the club's major event. Those visiting will no doubt have a good here," said Kamau. The overall winner, men and

lady winner will win two return tickets to any of KQ's African destinations and two Kenya destination return tickets each for the men and lady winner. The format will be Stableford off full handicap. Leading the race for the ladies ticket will be Mary Kandu whose main challengers are likely to include Alice Wahome, Kellen Weku, Joyce Lanxe and Jane Githere among others.

The course has been prepared not only for this event but also for the Nyali Open. Those visiting will no doubt have a good time here"

Sammy Kamau, Nyali captain

WEEKEND GOLF FIXTURES

Royal
Today: Captain's Prize (Karim Pisani): First Tee 8am W. Onyago, J. Okuku, B. Ragalo, E. Odhiambo; 8:08 S. Kiru, N. Kaunda, J. Katitu, L. Awiti; 8:16 E. Rugo, G. Kuria, P. Macharia, J. Cheptoo; 8:32 R. Ngugi, I. Maina (G), P. Wangila (G); 8:40 G S Badhan, M. Ibrahim, S. Bhavira, S. Ndile; Tenth Tee A.M. 8:00 S. C. Ganatra, A. Mandevia, K. K. Hong, P.E. 8:16 Vijay Sandhu, M. S. Bhachu, E. Gheewala, R. S. Rupra; 8:32 Dhuni Shah, R. Jagdev, R. Mandalia, S. Miwa; 8:40 T.R. Sharma, H. S. Sokhi, G. S. Badhan, P. Sokhi; First Tee P.M. 12:00 C. Isabwa, D. Ekabouma, T. Kungu, P.E; 12:16 C. D. Shah, S. K. Shah, K. Isika, N. Kungu; 12:24 O. Amayo, J. Chege, L. Thanga; 12:40 D. Komen, M. Wandere, E. Wambua, S. Itemere; 12:42 O. M. Okeyo, M. G. Njue, K. Abuto, H. Kutwa, 12:48 Satish Patel, B. Sokhi, R. Cox; 12:56 C. S. Thehly, Anil Shah, G. M. Nijiri, F. Mwaura; 13:04 B. Kiraithe, Pal Thehly, G. Maina, W. Owino; 13:12 B. Gohil, H. Chudasama, R. Ngugi, S. Gulamhussein; 13:20 M. Mugambi, Z. Parikh, B. Handa, V. Kidiwa; 13:28 P. S. Chadha, V. Gidoomal, P.E, A. Kapoor; 13:36A. Dhadialia, C. Solanki, G. Larbi, P.E; 13:44 Sponsor x 4; Tenth Tee P.M. 12:00 E. Noah B. Dulo, P.E, M. Kibuga; 12:16 P. Kaumbutho, D. N. Nyaga, L. Njue, T. Njuguna; 12:24 D. Mogere, W. Chebukati, S. Lokonyo, M. Monni; 12:32 E. Kasuku, H. S. Thehly, H. Munga, P.E; 12:40 E. Ooko, D. Wakhu, P. Mwindi, P.E; 12:48 I. Otuke, S. Odhiambo, R. Oware, T. Guga; 12:56 EABL X4; 13:04 H V Shah, M. S. Mohamedali, C. K Kaane, S. Hoare; 13:12 P Serem, J. Karubui, Davis O. M. Mutuku; 13:20 A. Yamani, T. L Chavda, N. Matheri, Z. Karimi; 13:28 H. Yamani, K. Pirbhai, S. Babra, P.E; 13:36 Bo Ciera, E. Ouko, F. Okwara, H. Marwa.

Ruiri
Tomorrow:New Members Golf Day; First Tee 7:00 F.M.Kirikia, R.Kithuka, J.G.Mwaura, F.Gochgo; 7:08 A.Muhindi, L.Ng'ang'a, John G, L.Gachara ;7:16 N.Ngone, G.Itengi, J.N.Wanyoike, K.Kimenji; 7:24 A.Waweru, P.Rugru, Eng.Wamaniki, Pauline M; 7:32 J.Wanyaga, C.Kiyukia, P.Muteji, L.Mwangi; 7:40 A.K.Ndungu, Jimm K, J.Jenkins, P.Ndikwe; 7:48 S.Waititu, J.Kanari, Dr.Karienyee, C.Kiai; 7: 54; G.Muthwale, N.Githae, S.Warui, I.Wamoro; 8: 02 J.Waruguri, B.Kanyi, B.Ndungu, Rev.Karanja; 8:10 D.Marshall, P.Smith, Col.Matu, Col.Karani; 8:18 P.Muraguri, Brig.Muhammed, E.K.Mwaura, S.Gathathi; 8:26C.N.Nduati, Fr.Mwaura, K.Muchiri, Joel Mburu ; 8:34 J.Boro, M.Kinuthia, M.Waweru, W.Ikinu; 8:42 E.Karanja, D.Mbugua, P.Nguai, G.Githinji; 8:50 Margaret Kamau, C.Kiai, W.Rugru , Dr.Kamau; 8:58 Kiambu x 4 9:06 J.Njuguna, S.Kanyora, N.Mwaura, P.Mburu; 9:14P.Ruku, M.Mbugua, S.Patel; 4; 9:30 P.Nguigi, P.Kiarie, E.Karanja, Z.Muigai; 9:38 P. Mararo.Fredrick Mburu,F Munyua,Martin Karanja; 9:46 W.Njenga, J.Mwaura, P.Nduati, M.Gitonyi; 10:04 Nyeri x 4; 10:12 Prof.Nganga, W.Njenga, J.Gakuya, R.Mwaura; 10: 20 S.K.Wahome, F.M.Kaharuka, M.Kamau, K. Chege 10:28 P.Kamau, J.Muratha, P.Kanyina, M.Patel; 10: 36 C.Njiu, M.N.Kinuthia, Dr.Wangwe, Eng.Makau 10:44 10th Tenth Tee, Fr.Kru, P.Gaitara, F.Munyua, T.Kinuthia; 10:52 Prof G.Kenji, D.Njogu, E.Karanja, S.Gwandaru; 11:00 P.Kigwe, Railways,G.Karobia, Railways; 11:08 A.Mwangi, G.Kihui, Isaac Githinji , T.Muchirah; 11:26 Kiambu x 4 ; 11:24 Machakos x 4 ; 11:32 Kiambu x 4; 11:40 L.Njuguna, O.Mutahi, M.Kairu, J.Waititu; 11:48 S.Karanja x 4; 11:56 P.Rugu, P.Ngighe, Col.Githaiga, Dr. E.Ndungu; 12:04 W.K.Irungu,W.Cokeg, I.Irungu, H.Kurji ; 12:08 A.Kioi, A.Mwenja, Nyeri, E.Tangia; 12:16 Kiambu x 4; 12:24 J.Reel, A.Reel, J.Wanyaga, M.Patel; 12:32 P.Njoroge, J.Gitau, K.Kiama.

Railway
Today: Association Of Consulting Engineers Of Kenya Networking Tournament; 10am Abutho Associates x4; 10:08 Savannah Cement x4; 10:16 Tononoka Steel x 4; 10:24 C. Ndonga x4; 10:32 Gedox Consulting x 4; 10:48 Asahi Consulting x 4; 10:56 Eng. Ndugh x 4; 11:04 Eng. Magenda x 4; 11:12 Kinconsult x 4; 11:20 Eng. J.K Kirui x 4; 11:28 Eng. D.M Kahoro x 4; 11:36 Charchi Githinji & Partnersx4; 11:44 Eng. Mumunya x 4; 11:56 Eng. Njoroge x 4; 12:04 P. Musango, B. Muchangi, T.G Mundia, Ano; 12:12 Maina Wa Kariuki x 4; 12:20 Eng. Ndumia, Eng. Wamaniki, P. Rukuu, Eng. Muraguri; 12:28 Eng. J. Wanyoike x 4; 12:36 Eng. J.N Mwangi x 4; 12:44 Eng. Kimingi x 4; 12:56 International Terms Kenya x 4; 1:04 Gibb International x 4; 1:12 Eng. J. Ndemu x 4; 1:20 Feradon Associates x 4; 1:28 Eng. J. Njagi x 4; 1:36 Wanjohi Consulting x 4; 1:40 Eng. J. Matu x 4; Tomorrow; Lady Captain's Prize Mrs. Rosemary Omanyi; 6:14 F. Mburu, S. Mwangi, J. Gater, S.Mbitih; 6:22 L. Wambui, V. Njeri, M. Wanjiru, A. Wangu; 6:30 J. Gikunda, D. Kaburi, L.Gathungu, F. Karanja; 6:38 G. Githaiga, N. Abbass, M. Janealice, R. Koigi; 6:46 N. Nathan, K. Mabelle, D. Oyer, P. Wanyoike; 6:54 K. Kiarie x 4; 7:02 C. Ojiambo, T. Indimuli, P. Kombe, F. Makala; 7:10 F.M. Karanja, E. Ogutu x 3; 7:18 M. Nderi, C. Muchugu, P. Musyimi, M. Murimi; 7:26 EWK Ngaruiya, W. M. Ngaruiya, L. Akinyi, Jid Wokabi; 7:34 A. Awour, E. Ilako, J. Mainigi, A. Chubi; 7:42 Dr. Karano, S. Kanyeriere, P. Chandaria, P. Kabaria; 7:50 J. Patel, W. Baraza, A. Nyakio, G. Mucheru; 7:58 S. Karemu, S. Onyambu, Dr. W. Onyino, M. Monari; 8:06 F. O. Okaro, C. Mburugu, W. Gitonga, M. Nyanchama; 8:14 K. Abonyo, B. Ogwayo, E. Murungi, J. Kubo; 8:22 J.W Kung'u, D. B. Mutysia, T. Ruhui, F.M Kamau; 8:30 M. Kenyanjui, A. Mwanzi, H. Hassanal, G. Kirathe; 8:36 D. Bwana, M. Gacheri, T. Miano, A. Thuku; 11:16 C.Mwaura, M.Cox, A. Mwalimo, G. Athiru, 11:24 J.W Wokabi, J. Kioko, P.J.G Karanja,

G.Kimari; 11:32 S.K Moore. J. Mugu, P. Muthoni, B. Kotonya, 11:40 F. Gichuru, N. Kairu, R. Omanyi, J. Miano; 11:48 E. Kerich, N. Njuguna, C. Muruga, F.W. Maina; 11:56 A.M Githu, P.N Majau, J.B Mwangi, A.J Gitonga; 12:04 P. Muhaya, J. Mulandi, C. Ndonga, A. Miheso; 12:12 Ken Kaniu x 4; 12:20 A. Mccarthy, N. O. Wabwire, F. Nyambura, Pro F. Kamau; 12:28 J. Karuga, R.N Njoroge, A. Mwaura, J. Murungi; 12:36 F. Ngigi, L.K Njagi, J. Gacoka, M. Wambugu; 12:44 J. Mungai, Hon. J.K Chege, C. Maina, J. Mandavia; 12:52 Chairman x 4; 1:00 E.G Runo, O. Lewa, A. Rogo, S.W Muraguri; 1:08 Fibre Net x 4; 1:16 Kigu x 4; 1:24 G. Wakaba, N.Wachira, A. Muhoro, F.M Kaharuka, 1:32 J. Wafula, S. Shah, S. Hoare, G.N Wachira; 1:40 G. Wainain, Maina Wakriuki, G. Gichuki, S. Onyango.

Windsor

Today: Express Automation Golf Day; First Tee 12:00 I.Migwe, E.Maritim, C.Omondi, M.Captain; 12:08 W.Kimani, L.Captain, S.Kimeu, C.Abiero; 12:16 V.Muthoka, F.Dhanji, A.Shah, K.Shah; 12: 24 A.Dedhia, L.Manjang, D.Wayiera, P.Gitau; 12: 32 Col.TVallings, Cptn.T.Lindsay, Cptn.R.Wright, A.Rao; 12:40 J.Wainaina, G.Kariuki, P.Jakaa, G.Mutaganzwa; 12:48 J.Joubert, P.Kihoro, M.Kinsella, G.Smart; 12:56 K.Ouko, S.Ghannam, E.Owuor, E.Ndichu; 1:04 H.Waswani, P.Njunge, D.Kaburi, Rebecca G; 1:12 B.Wandawanda, R.Dsouza, T.Vuma, J.Mbutia; 1:20 R.Shah, J.Shah, S.Shah, K.K.Shah; 1:28 B.Witeafaru, S.Ngaruiya, S.Bharat, A.Shah; 1:36 J.Ngalawa, A.Premji, F.Njiuki, R.Kimani; 1:44 J.Njenga, S.Waweru, N.Njuguna, K.Bid; 1:52 B.T.Muketha, M.Mishurin, A.Kituuka, E.Fred; 2:00 P.Shah, H.Popat, S.Dar, A.N.O; Tenth Tee 12:00 S.Inouue, M.Phillipson, T.Oganda, M.Musau; 12:08 M.Oldfield, G.May, J.Shah, L.Laenen; 12:16 L.Owiti, C.Madison, E.Banda, D.Dodhia; 12:24 J.Kamau, P.Thin, J.Kigori, S.Singh; 12:32 S.Shah, D.Kimathi, J.Shah, P.Mwangi; 12:40 Varma, A.Sura, G.Vidvarti, A.Jai; 12:48 S.Sagar, Samarth,P, A.Kohli, Savan,S; 12:56 Fernando, I.Maina, F.Mugo, Doreen,K; 1:04 S.Ndegwa, W.Mayiani, N.Aseal, G.Maiyani; 1:12 S.Ngure, R.Barth, R.Njiru, A.Kisoso; 1:20 T.Sahmi, S.Mwakesh, I.Chaudry, I.Randall; 1:28 J.Mohamed, S.J.Vohra, M.Kinuthia, K.Rehki; 1:36 L.Murage, S.Dhanani, B.Matimu, M.Karanu, 1:44 KCB 2, KCB 3, R.Ndegwa, KCB1; 1:52 R.Kumal,C.V.Shah, A.Sheth, A.Shah; 2:00 H.Tanna, D.Shah, K.Shah, K.Dodhia.

Tomorrow; Lady Captains Prize Sponsored By Simba Corp; First Tee 7:45 R.Jacobs, A.Barry, B.Vandewalle; 7:53 S.Nathoo, G.Clark, S.Wada, F.Fox; 8:01 R.Shah, L.Danilkina, M.Day, Y.Seki; 8: 09 A.Recizac, L.Sylvester, J.K.Chung, P.Odima; 8: 17 C.Shah, R.Wainaina, L.Muhinga, S.Adamali; 8: 25 C.Andersen, L.Patel, A.Mwaniki, G.Githere; 8: 31 P.Harris, P.Wartnaby, N.Parmley, J.Cokayne; 8: 41 M.Macharia, J.Mathenge, D.Nyaga, J.Ndihio; 8: 49 W.Kimani, H.Shah, J.Nzibo, M.Vincent; 8:57 L.Owiti, N.Gidoomal, S.Macharia, M.Chebukati; 9:05 P.Kimbo, R.Kigwe, M.Kimani, A.Hern; 9:13 H.Jandu, M.Amin, B.Soni, C.V.Shah; Tenth Tee 7: 45 S.Mauladad, S.Shah, J.Parmley, M.Waiganjo; 7: 53 S.Njoroge, I.Hochmuth, J.Later, M.Kabuga; 8: 01 J.Duffy, W.Cokayne, A.Shah, S.Round-Turner; 8:09 L.Filint, V.Lee, G.Njoroge, P.Subhavanich; 8: 17 M.Channa, R.Raniga, M.Filint, R.Pilkington; 8: 25 D.Jacobs, C.Ireland, D.Fischer, S.Gilmour; 8:33 R.Fox, M.Biasetti, M.Lee, E.Day, 8:41 E.Recizac, L.Vandewalle, M.Patel, N.Kurji; 8:49 E.Kimani, Dr.A.Shah, M.Perry, P.McMullin; 8:57 Ed. Smith, W.Brown, I.Kassam, K.Jamal; 9:05 Ritz, Asif, Ayaz, Santiago; 9:13 C.Barron, C.Serratto, D.Rapson, F.Boettcher; 9:21 Sponsors x 4.

Nyanza

Tomorrow: Lady Captain's Prize (sponsored by Kenya Seed Company): 7:00 J.Orjoro, J.Omololo, S.Onyango, S.Owuor; 7:20 R.Odinga, S.Deya, E.Manono, B. Wagumba, 7:40 B.Cheruiyot, Dr.Kiptum, E.Onyango, B.Odhiambo; 8:00 P.Kae, F.Gitau, W.Nyambogo, Dr. Obara 8:20 R.Kae, E.Weche, J.Onyango, 8:30 S.Malakwen(S), D.Cheruiyot, B.Bisonga; 9:00J.Masisi,F.Oloibe, J.Atitto, D.Katibji; 9:10 E.Sorobei, M.Kimtai, C.Mwallo; 9:20, W.Bett, C.Ademba, S.Mbori, L.Nyambogo; 9:30 D.Sate, N.Winija, J.Muhanji, J.Oduor;9:40 L.Luchivia, A.Owano, M.Oduor; 10:00 N.Natecho, A.Ojonyo, S.Opuka, T.Aboli;10:30 G.Onyango, S.R Patel, F.Pesce, S.Somia;10:40 K.Amalemba, G.Obuon, D.Karia, N.M Patel; 11:00 T.Olinga, P.Otieno, T.See,T.S Gabri; 11:10 C.Aburi, B.Musau, E.Mwei; 12:00 E.Akinyi, D.Omor, E.Mutai, D.Bett; 12:50 B.M. Shah, P.Thakar, R.Mctough; 1:00 R.Bhayani, S.De La Rey, R.Karia, H.Rajput; 1:30 D.Sohanlal, R. Atemba, J.Pabari.

Nyeri

Tomorrow: 37th Kibaki Trophy Tournament;7:00 J.Mureithi, K.Nderitu , P.Gichoi; 7:07 P.Nderitu, P.Ndegwa, B.Kanyari; 7:14 M.Mugereki, S.Maina, Z.Wachanga; 7:21 A.B.Kariuki, B.K.Ngari, C.Mwaniki;8:28 J.Bosco, C.Thinwa, Rev.J.Kamere; 8:35 M.Karua , N.Ndebu, Eng.S.K.Ndegwa; 8:42 S.Muriuki, R.Mumero, S.Njoroge; 7:49 E.Nyuguto, D.Wachira, D.Mwangi; 7:56 A.Muriuki, J.Wainaina, R.Kabugi; 7:03 Z.Wambugu, J.Njenga, F.Martin Ndegwa; 8:10 M.Kahuthia, P.Maina, Fr.A.Munene; 8:17 E.Karumwa, D.Weru, H.W.Gichoi; 8:24 Fr.Richard, S.Wanja, M.Karuga; 8:31 B.M.Waikwa, G.Kilira, J.Gakima; 8:38 M.Wangombe, Eng.Tattua, H.Huihu; 8:45 J.Nderi, J.Mathenge , S.Muteithia; 8:52 I.K.Githaiga, P.Nderitu, M.Nderi ; 8:59 Fr.Ambutu, S.W.N.Githitu, B.K.Ntoti; 9:06 D.Shah, V.Shah, M. Koome ; 9:13 P.Ngure, I.Githui, J.Mahinda; 9:20 P.Kabui, J.Wangondu,

P.Demello; 9:27 M.Nderi, L.Mwangi, Eng.Kinoti; 9:34 E.N Gatimu,Flo Gathu, D.Wachira; 9:41 J.Kariuki, M.Karuga, J.Maingi; 9:48 J.K. Murage, G.Muraguri, N.Wahome; 9:55 F.Kabona, S.Ngugi, K.Muchunu; 10:02 F.Wahome, P.Kiguta, V.Shah; 10:09 G.Kiguta,D.Kigundu, S.Njoroge; 10:16 M.Mungai, M.Mburu, J.B.Mburu; 10:23 Dr.S.Karanja, N.Desai, Stella Mwangi; 10:30 J.Thongori, E.Nyuguto, J.Githanda; 10:37 Dr.A.Gatuma, A.Gathu , Fr.M.Kanyji; 10:44 S.Kiragu, Eng.Kinoti, D.Kagwe ; 10:51 J.Wainaina ,Y.Desai, J.Wangondu; 10:58 C.Maranga, Dr.M.Mburu, J.Mathai ; 11:05 Scott Simons, J.K. Murage, Dr.Rays; 11:12 Dr.Ritho, G.Miungi, K.Bow;11:19 Gacheke Simons ,J.Munyor, B. Singh;11:26 D.Kagia Dr.Thuo V.Sokhi;11:33 A.Muchiri, M.Sokhi, A.Kamau;11:40 T.Sembi C.Kieru, J.Kitulu ; 11:47 R.Kiai, J.Kithuru, D.Ndegwa; 11:54 A. Ndegwa, S.Karanja, P.Mworia; 12:01 C.G Wanjohi, D.Gaitho,L.Kingori; 12:08 M.Mbai,C.Main a,P.Kamari;12:15 Ian Kahara,O.Mooria, C.Kositting; 12:22 C.Wakaba, P.Kanyago, S.Gikandi; 12:29 E.Kingori, J.Kamugi, D.Ndirangu; 12:36 P.Mworia, P.H Waweru, G.Gachungi; 12:43 Fr.Kirimi, D.Ngunjiri, F.Mwangi; 12:50 R.Nderitu, Ano, Anoo ; Post entries before 11am.

Vet Lab

Today: Mulembe Golf Day; Mulembe Golf Day (sponsored by Mulembe FM & Ole Molebo) : First Tee; 8:40 M.Oyugi, M.Murunga, D.Opande, E.Mdonge;11:30 Rohit Shah, J.G.Chege, M.Kumbo, F.M.Macharia; 11:38 K.Njenga, M.Karano, E.Mogoo, K.Bosire 11:46 R. Wanjala, B.Orwako, D.Sifuna, P.Odima; 11:54 M.Lemoshiro, H.Chakawa, A.Mugasa, A.Musalia; 12:02 R.Kemoli, B.K.Mbaya, Z.Lubua,W.Nadida; 12:10 J.Wafula, R.Omanyi, A.Wabwire, E.Mbole; 12:18 E.Adul, D.Owino, T.Onyango, P.Gondi; 12:26 N.Imbugua x4; 12:42 F.Wangila x 4; 12:50 R.Owiti x4; 12: 58 A.Kale, M.Mbugua, P.Sinkira, W.Macharia; 1: 06 B.Wamahui, P.Mambo, M.Githinji, F.W.Gaitho, M.Githinji; 1:14 E.Mugasa, E.Adul, Ano; 1:22 M.Makundi, OS, O.Abekah, X.N.Kiraji; Tenth Tee; 11:30 S.Oreng, M.Maingi, C.Iltangata; 11: 46 S.Tubel, J.Karuku, C.G.Munyor, I. Maina; 11: 54 J.G.Njenga, R.Muraya, D.Wahome, J.Oreng; 12:02 P.Karing'u, R.Kiarie, J.Mwaura, D.Wachira; 12:10 P.Waweru, W.Mwangi, P.Mwai, M.Kimani; 12:18 K.Kahumba, J.Karanja, P.Waweru; 12:26 Y.Chanzu, M.Mudavadi, J.Kimkunj, N.Salat; 12: 34 Dr. Kaisha, M.Muhanda, J.Rose, P.Nderitu; 12: 42 I.Otieno, D.Ombisi, P.Kung'u, A.Okeyo; 12: 48 R.Tsuma, N.Mwabesa, Ano; Tomorrow; Vice Chairman's Putter - Dr. Kariuki Njenga; First Tee; 7:00 Guest x 4; 7:08 M.Njuguna, P.Wambugu, J.Mwangi; 7:12 F.Wangila, Ian Maina, B.Ngugi; 7: 20 D.M.Kinuthia, A.Mungai, A.Unia, S.Njenga; 7: 28 J.Kisolo, X.N.Iraki, J.V.Maolou; 7:36 H.E.Mwangi, M.Munge, P.Karing'u, E.Thompson; 8:00 N.Hlrani, M.Owiti, I.Nyakwara, Birju Shah; 8:24 G.M.Warui, O.Mbatia, K.K.Magnussen, P.Rwambo; 8:32 P.F.Kitololo, R.Kiarie, W.Kinyanjui, R.Munori; 11:22 Rohit Shah, J.G.Chege, K.Bosire, M.Kombo; 11:30 G.Waweru, E.M.Thuiya, P.Mukuria, P.N.Muiriri; 11: 38 P.Kanari, K.Nkomani, R.Muthemba, M.N.Kanyari; 11:46 M.Gachui, R.Waitete, F.M.Macharia; 11:54 P.Kang'ethe, K.Njenga, J.G.Njenga, Ndung'u Gathinji; 12:02 F.N.Mwangi, J.Oreng, B.N.Kamau, G.Wakaba; 12:10 T.Thanawalla, B.M.Shah, A.Nderi, S.Oreng; 12:18 Irene Maina, R.Wafula, ; 12:26 E.Mbole, C.K.Muraya, M.Gorassia, H.Gorassia; 12:34 C.Iltangata, K.Tett, E.Ogonji, Pokohti; 12: 42 R.Mangat, S.M.Riyat, Ano; 12:58 M.Mbugua, P.Sinkira, A.Kale, W.Macharia; 1:06 L.Muhinga, B.Mahendra, D.Gitu, P.Mandaliya; 1:14 OS, M.Makundi, S.D'souza, H.D'souza; 1:30 M.Manji, R.Olonde, D.Ngumi; Tenth Tee; 7:16 P.Gondi, M.Oyugi, Jf Otieno; 7:28 M.Azad, M.Okemwa, Y.Saito, M.Iraki; 8:00 K.Oba, Y.Asami, D.Adom, P.Jai; 8:08 Vaishal Shah, M.Bahalla, S.Barretto; 8: 24 J.Kimani, L.Magnussen, ano; 8:32 C.Gachanja, M.Wambugu, Karanja Mwaura, R.A.Kitolilo; 11:22 Bena Shah, L.Munuya, O.F.Kibuna, P.M.Mbarathi; 11:30 W.Nadida, C.G.Munyor, K.B.Mbaya, D.N.Gichuhi; 11:38 E.Obare, J.Njau, F.Ngigi, Ano; 11: 54 Joseph Obiero, C.Bore, Ano; 12:02 N.Griffieon, L.Mkebaara, S.Orinda, C.Oreng; 12:10 P.Sehmi, H.Jandu, V.Tank, J.Channa; 12:18 M.Karobia, K.Mariga, J.Mureithi, J.Kimani; 12:34 C.Jobanputra, S.Thakkar, S.Samani, Rajesh Lakhani; 12: 42 Rakesh Lakhani, D.Thakkar, H.Sound, B.Lakhani; 12:58 K.Muiga, B.Kagiri, K.Mbogori, F.Murunga; 12:14 W.Wachanga, L.Njoroge, Ano.

Sigona

Tomorrow: Captains Prize 2014; First Tee; 7:44 Aly P.Mukherjee x C. N Popat, Suleman A;7:52,Sharif M, Kibuku P,Savani D, Sawan S,8:00,Nisith P, K M Patel,Hitesh P, Parimal P;8:08C K Muraya,Salina S, Madhani S, Wroe M;8:16M N Njoroge , I Kahara,Ndirangu J, Muthundo J; 8:24B V Patel, Sawan R, Bhavnish S, Sangrajika P; 8:32Mondo N, Nanji N, Kanjia S, Mediratta R; TENTH TEE A M; 7:44Nitin J S, Dsouza D, Chandarana A, Samji M, 7:52Malde S, Savani P, Dev syan; 8:00Ndirangy K, Popat Arji, Nganga P, Mavani A; 8:08M Kobayashi , Mwaura G, Njui K, Nisith Rai; 8:16Sarmath S,Thakkar, S.Samani, Rajesh Lakhani; 12: 42 Rakesh Lakhani, D.Thakkar, H.Sound, B.Lakhani; 12:58 K.Muiga, B.Kagiri, K.Mbogori, F.Murunga; 12:14 W.Wachanga, L.Njoroge, Ano.

S; 12:32Verjee N, Haren P, Rachna P, Safina M, 12:40Njeke J, Macharia T , Gopal S12.48Haq S, Bajju s, Navin S, Shamik P; 12:56Sanghani A, Thakra B, M D Patel, Esmail J; 1:04Waweru P, Warui P, Mugo D , Njoroge B M; 1:12 Chawla V, Khimji K, Raj P, Jay S; 1:20Dhanani P, Bhayani D, Ketul T, Sodha A; 1:28Gidoomal A, Ravi P, Matharu A, Deep S; 1:36 Khurmi R, Kalsi S, H S Mann, Y Lakhani; 1:44 Kibuku N , Sammy K, Khurmi H, Raju P; Tenth Tee Pm; 11:44 Mwangi K, Nishwal S, Mwangi F, Ngugi P, 11:52 Arvind P, Pindolia H, Y Dharna, Nikunj S; 12:00 As Chandarana, Kariuki M, D M Mwangi , Mbutia J; 12:08 Bhabra R(g), Sodi T(g), Dhall K(g), Uday R; 12:16 Hindocha C, Rajesh L, R Karia, P Hirani; 12:24 Shamil P, Rahu S, Neel S, Vikesh S; 12:32 Ongubo J, R K Shah, Ashit S ; 12:40 Rajesh S, Vinay S, Nagda Y K, Ravi S; 12:48 Ladha A, Nisith S, A Khalid(g), I Khalid(g); 12:56Parmar A, Bhakai R, S M patel , Gachagua F; 1:04 Bhachu P, Pradip H, S, Minesh S, Sayyam s; 1:12Bhachu D S, Assaria K, Malde R, Shamik P; 1:20Merali J, Khimji M,Jaffer I, Kanani M; 1:28 A D Shah, Lalla A, Shirish P, Tushar P, 1:36 Khurmi V, Vinashri M, Tejesh S, Raj S.

Thika

Tomorrow: Commercial Bank of Africa Golf: 7: 04 M.Kirikia, B.Morjaria, W.Mugo, K.Nderitu; 7: 12 T.Njehia, T.Chege, K.Kiragu, D.Ireri; 7:20 J.Waihenya, T.Burugu, Prof.S.P.Nganga, J.Shah; 7:28 W.Njenga, J.M.Kanyji, A.Kuria, M.Waweru; 7:36 J.N.Waweru, E.Githiori, A.Muchoi, A.Macharia; 7:44 G.Gachanja, M.Njuguna, M.Kariuki, A.W.Karimi; 7:52 J.Gathuri, B.Mugambi, N.Madilli, B.K.Githui; 8:00 A.K.Karimi, R.Barton, S.K.Ndungi, P.K.Waweru; 8:08 D.Ireri x4; 8:16 D.Gakuo, P.Mukuria, W.K.Kariuki, S.G.Njuguna; 8: 24 G.N.Kimani, W.Murwayi, D.Matano, M.Kubai; 8: 32 E.Migiwi, S.Ndungi, J.Muriithi, M.Mburu; 8:40 P.Nganga, S.M.Kariuki, D.Ndungi, A.Muriuki; 8: 48 J.Gachomba, E.Rugo, J.Waruihu, C.Kiai; 8:56 Rose K, E.K.Kiarie, D.K.Ndekere, L.Gachire; 9:04 Dr.C.R.Waihenya, W.Burugu, J.M.Thairoh, Ano; 11: 00 S.G.Njumu, J.Kiragu, S.Kihanya, R.M.Nyam; 11: 08 Raphael A(S), D.Karanja, P.Kingori, Ano; x3; 11:16 S.N.Gitau, J.M.Karanja, P.Matemo, J.Kirigwi; 11:24 S.Chege, J.Kamande, K.Chege, A.N.O; 11:32 A.Muhindi, C.Kariuki, A.Kamande, K.Muchi; 11:40 J.Muratha, D.Mbugua, J.N.Nduati, Z.Kangi; 11:48 Mohamed A.M, Fr.Kirimi, Eng.Wakimani, K.Kiarie; 11:56 E.Ndenderu, S.Mwiti, Z.Muigai, M.Kamau; 12: 04 B.Ndenderu, S.M.Kibiuya, P.Burugu, P.Mionki; 12:12 Dr.J.Githiori, E.N.Ndungi, F.Karui, J.Ngugi; 12: 50 E.Mwangi, A.Mukiri,Maggie C (S), M.Ayagot (S); 12:28 F.Wangombe, G.Huihu, H.S.Rayat, J.Suri; 12:36 N.Kanyl, C.Mwenda, M.Mwangi, S.Mukiri; 12: 44 N.Njuguna, J.Mungai, J.M.Karanja, E.N.Chege; 12:52 P.N.Mburu, P.Maina, P.N.Gaitara, P.M.Ndungi; 13:00 P.Wainaina, N.Njau, D.Mathenge, M.Gitonyi; 13:08 W.Muguma(S), D.Kinuthia(S), Dr.P.Murumba, A.N.O; 13:16 W.Cook, I Irungu, T.Cook, H.Kurji; 13:24 L.Nganga, H.Maina, B.Mutua, M.Wainaina; 13:32 Dr.D.Nyamu N, F.N.Thuo, D.M.Karuma, D.N.Wainaina; 13:40 N.Harana, S.Shanket, Sudhir S, Kalpesh S; Tenth Tee; 7:32 B.Thiga, N.Kabare, N.Nganga, Ano;7:40 G.Ngamau, R.Ikenye, L.Kinyua, Prof Ikenye;12:44 Eng. K.K.Njoroge, W.Mwangi, A.Kabachu, P.Gakuo; 12:52 S.K.Mwaura, G.M.Komu, P.M.Ndungi, J.G.Thigia; 13:00 G.K.Kiburi x4; 13:08 N.Kabare, M.Shah, B.Shah, Ano; 13:16 J.Kagiri, M.Murigi, S.Mwikia, Dr.J.Njoroge.

Kiambu

Tomorrow: October Monthly Mug; 7:36 F. Gichomo, A.I. Kariuki, R. Ngui, Ano; 7:44 G.K. Athiru(!), H. Karuma, M. Gachugi, M. Kibi; 7:52 G.G. Waburi x 4; 8:00 J. Mukono, S.N. Mugwe, J. Muchigi, J. Mwangi; 8:08 F. Ngatia, O. Gathara, Dr. P. Githae, C. Mugo; 8:16 J.R. Njenga, S.N. Kiarie, J.K. Muchai, P.M. Wainaina(!); 8:24 A.M. Gakere, N. Kamunge, M. Kamau, G.N. Kiriba; 8:32 J. Kibugi x 4; 8:40 P.E. x 4; 8:48 D.G. Njoroge, J.N. Kimotho, G.K. Muiruri J.K. Waweru; 8:56 M. Ngene, F. Nyaga, P.K. Kahuo, Ano; 9:04 J. Ngure x 4; PM: 11:36 G. M. Nyaga, N. Ngatho, S. Murui, Ano; 11:44 N. Mwangi, S. Gwandaru, E. Njoroge, E.G. Kuria; 11: 52 J. Njoroge(!), W. Kiarie, S. Karanja, Ano; 12:00 P. Kariuki, F.M. Njoroge, P. Mworia, Ano; 12:08 S. Karanja, E. Mugo, H. Maina, J. Ndegwa; 12:16 P.E. x 4; 12:24 F. Nyaga, P. Kaumbutho, D. Nyaga, L. Njue; 12:32 C. Njoroge, M. Karanga, J. Kinuthia, Ano; 12: 40 R. Ngatia, K. Mwaura, M.K. Wandegwa, Ano; 12: 48 G. Kamau, M.G. Karuga, D. Kimani, Ano; 12:56 P. Kaumbutho, J. Kimani, M. Nduati, Ano; 1:04 P.E. x 4; 1:12 J. Githiri, W.R. Njeru, M. Kanyeria, Ano; 1: 20 S. Muikia 4.

Nakuru

Tomorrow: November Monthly Mug; First tee 8:00 S Gichuki, W Kimani, Fr. Ithari; 8:10 K. Kiburi, D Bwana, Fr. Miringu; 8:20 S Kirui, R Kimani, D Ngotho; 8:30 M David,B Birgen, Wasim Ali; 8:40 A Sahota, T Kihumba, W Kihumba; 9:00 D Kiragu P Muhia, Fr P Gitonga; 9:10 R Gibendi, G Kimani, J Story; 9:20 P Macharia, E Muya, K Wambugu; 9:30 S Singh, M Kandle, S M

Red-hot Magereza retain darts title

BY JOHN KIMWERE
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Kenya Prisons men's darts team, Magereza, has retained the Nairobi County league trophy they won last year.

Prisons defeated their challengers Mang' Darts 8-2 in their last match played at the Market Club in Githurai' Nairobi to retain the title.

Blue Triangle draw 5-5 with Nyati Darts club in their last leg match held at the same venue. Led by team captain Ibrahim Abuta Magereza, Prisons team Magereza earned 128 points to win the title, followed closely by Blue Triangle (109), Mang' Darts (103) and Nyati (90). Prison's sister team, Kamiti Prisons Lions, came ninth overall with 72 points.

This season's league brought together 16 teams (Blue Triangle, Mang' Darts, Nyati, Kamiti Prisons, Sobibor Darts, Newbrothers, Kamahuha, Museum Darts, Nairobi City County, Matumbo, APTC, RADI, Kenya Prisons, Market Club, Mater Hospital and Lunga Lunga.

'Man City' crowned MTG champions

BY ABDULRAHMAN SHERIFF
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Kilifi's Manchester City became the champions of this year's Moving the Goalpost (MTG) girls' open age category football tournament in Kilifi County.

Superstars won the Under -13 title as Arsenal took the Under-10 crown during finals at Mnarani grounds.

Man City hammered Mnarani's Black Mamba 4-0, with Sidi Gona scoring a double. Other goals were netted by MTG United Ladies FC

player, Dama Ngari and Mapenzi Charo. Arsenal won the Under-10 title which featured the youngest players in the event after beating Papa 2-0 with two goals from Samwel Tuma.

Superstars won the U-13 title after registering an easy 4-0 victory against Junior FC. Betty Ndune scored a hat-trick with Mariam Katana netting the other. MTG organized its league finals to celebrate a football season during which more than 5,000 girls aged 9-25 years featured in more than 300 matches.

BRIEFLY TRANS NZOIA Korir film proceeds to fund talent centre

Money obtained from sales of "Transcend Film", a movie featuring former Boston Marathon Champion Wesley Korir, will be used to establish a modern talent center and sports academy in Sowerwo, Trans Nzoia County. The academy whose construction works will begin in January, will incorporate sports and education. According to Korir, long-distance running allowed him to escape poverty and he has decided to give back to the community.

"I thought about my past and decided to try out something that will help to country by creating a platform for young people to excel in life," Korir said.

VOLLEYBALL | The league champions to be known at the end of three-day event in Mombasa

High stakes as Co-op, Prisons clash

Bankers face baptism of fire against warders in first match of league play-offs

BY PHILIP ONYANGO
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Co-operative Bank of Kenya men's volleyball team will face a baptism of fire when they take on Kenya Prisons in the first match of the Kenya Volleyball Federation (KVF) National league play-offs get underway at the Kenya Ports Authority Hall in Makande, Mombasa, this weekend.

KVF national assistant secretary, Ben Juma, yesterday said preparations for the play-offs are complete and that there will be four matches everyday from today to Sunday.

"Everything is in place for the play-offs which we expect to be very competitive judging from the level of competition during the regular season," Juma yesterday told *Daily Nation Sport* on phone from Mombasa.

Best hunting ground

Co-operative Bank have meanwhile said they are in Mombasa to win their first ever men's league title. Prisons, on the other hand, believe Mombasa is their best hunting ground and that the trophy is already theirs even before they take to the court.

"We won the title the last time the play-offs were played at Makande in 2012. This coupled with the Kwale County government sponsored tournament that we won at Ukunda Show grounds gives us a head start," Prisons coach Gideon



MARTIN MUKANGU | NATION

Kenya Prisons coach Gideon Chenje issues instructions to his players in a past match.

Chenje said yesterday. Chenje who is also the national men's team coach, has said his team's preparations for the play-offs started two months ago and access to the Safaricom Kasarani indoor courts came in handy.

“Each team will start on a clean slate and we don't fear any team. This is a great opportunity for us to have a shot at the title”

Geoffrey Omondi, Co-op Bank coach

The team has been polishing its act after every match, enabling the technical bench to build in the team's strength.

Key players

Setter Daniel Kiptoo, middle blocker Soul Wafula, left attacker Michael Chemos, who had a professional stint in Turkey, and international Silas Kipruto are some of the players Chenje will rely on when they take on Co-op Bank whom they have beaten in all their six meetings this season.

Experienced setter Bernard Otieno who previously turned out for APR of Rwanda, left attacker Micheal Njoroge and captain Martin Kimondo will lead the bankers' charge.

"Each team will start on a clean slate and we don't fear any team. This is a great opportunity for us to have a shot at the title," coach Geoffrey Omondi said.

Co-op Bank finished fourth in the league after eight rounds of matches, but will be encouraged in this weekend's matches to push hard after picking wins over Prisons and G.S.U during the course of the season.

NAKURU Go-karting season concludes this weekend

The curtain will fall on the 2014 Go-karting championships this weekend with the last two rounds of this season's competition being held at the Rift Valley Motors and Sports Club in Nakuru.

Young drivers who have been competing for top honours will receive their awards on Sunday at the end of a gruelling 10-round season. The organizers have set aside a trophy for the most upcoming driver of the season.

In the 500cc category, Zarvar Dhadley is assured of victory after recording seven wins in eight races he has featured in this season.

MERU Kirogine team appeals for more matches

Kirogine FC, the defending champions of the Abogeta East Ward women's football tournament in Meru County, want more tournaments to keep their players engaged.

The club emerged tops after beating seven clubs at last months' tournament organized by Susan Kimathi.

Team captain Mercy Makena, heralded as the team's star player steered the club to a 2-1 victory over Kauthine in the final match played at Ntharene Primary School playgrounds.

KAKAMEGA Annual Munji Cup enters semi-final stage

Ikoli 'A', Luanda, Chesero and Mukhuyu men's teams stormed the semi-finals of the annual Munji football tournament after emerging winners and runners up in their respective pools in Malava Constituency, Kakamega County.

Ikoli 'A' progressed from Pool A with 12 points ahead of Luanda (10 points). Chesero topped Pool 'B' with eight points, while Mukhuyu finished second with six points. In some of the preliminary matches that were played in Pool 'A', Ikoli 'A' defeated Green Sharks 3-0 as Luanda thrashed Ikoli 'B' 4-0 and Green Sharks beat Ikoli 'B' 3-0. Ikoli 'A' again silenced Chwele 1-0, as Luanda drew 1-1 with Ikoli 'A' in a tough match at the same venue.

TODAY'S FIXTURES	
Men's league: Kenya Prisons Kenya vs Co-op Bank (10am)	
General Service Unit vs Kenya Defence Forces (12 noon)	
Women's league: Kenya Pipeline vs Kenya Commercial Bank (1pm)	
Kenya Prisons vs Nairobi Water (4pm)	



JARED NYATAYA | NATION

Joseph Kitur (right) leads competitors in men's 12km race at Saturday's Tuskys Wareng Cross-country race in Eldoret.

Kitur sets sights on Worlds slot after success in Tuskys race

BY COPPERFIELD LAGAT
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Joseph Kitur has set his sights on clinching a place in Team Kenya for next year's World Cross-country Championships after winning last Saturday's Tuskys Wareng Cross-country.

Kitur, who won men's 12km race in 36min,32.8 seconds ahead of Alex Kibet and Geoffrey Kibet in Huruma grounds in Eldoret, believes he has a real chance of representing Kenya in the event

China next year. Kitur, who was fourth in 5000m at 2014 Glasgow Commonwealth Games said he will quit track races after winning the 12km senior men's race at the eighth edition of Wareng Cross Country.

Motivation

In a telephone interview with *Daily Nation Sport* yesterday, the athlete who hails from Mosoriot in Nandi County said the weekend's win has shown he can succeed in cross country races.

"I have missed a medal twice this year and my victory on Saturday makes me feel confident that I can actually do well in the cross country, now that I have not won a medal in track races," he said.

Selected results from Tuskys Wareng Cross-country race: Men's 12km: 1. Joseph Kitur (36:32.8), 2. Alex Kibet (36:36.4), 3. Geoffrey Ngetich (36:41.1), 4. Lucas Rorich (36:50.1), 5. Emmanuel Kipchirchir (36:52.1), 6. Cornelias Kangogo (36:53.5). **Senior women's 8km:** 1. Alice Aprot (26:57.8), 2. Irene Jebet (27:08.8), 3. Stacy Ndiwa (27:15.1), 4. Vivian Cheruiyot (27:21.8), 5. Purity Chesang (27:27.3), 6. Eunice Chepchirchir (27:27.5). **8km men:** 1. Nichodemus Kurui (24:21.1), 2. Rogers Chumo (24:23.7), 3. Evans Kurui (24:25.7), 4. Noah Kipsang (24:26.9), 5. Alfred Parkach (24:29.3).

REWARDING TALENT | This year's overall Sports Personality of the Year will pocket Sh150,000

Sh12m boost for 2014 Soya gala

Safaricom will again sponsor this year's awards, with the public given a month to vote

BY AYUMBA AYODI
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The public will have a chance to vote for their favourite athletes and teams for this year's Sport Personality of the Year Awards (Soya) starting December 10.

This was said yesterday when telecommunications giant Safaricom presented Sh12 million in sponsorship for this year's ceremony. The public will have one month to vote before the awards gala which has been moved to January 16 to give all the disciplines enough time and opportunity to nominate their favourite people and teams.

With athletics having dominated the awards over the years, Soya founder Paul Tergat promised changes on how the winners will be selected and said fair judgement will be given priority.

After narrowing down to the final five contestants in each of the 23 categories by the panellists, Tergat said the public will vote for their preferred teams and individuals from December 10 to January 10, 2014 by dialling *279# on their mobile phones.

Categories

"The panellist shall not only consider athletes breaking the records or winning some races but a swimmer, who has broken the national record in an international event without necessarily winning will also be considered," said Tergat. "The effort the sportsman and woman has applied to break the record also matters. The



CHRIS OMOLLO | NATION

Safaricom's Director of Marketing Rita Okuthe shares a light moment with Sports personality Of the Year Awards founder Paul Tergat yesterday after the telecommunications company sponsored this year's awards to the tune of Sh12 million.

panellists shall broaden their scope of knowledge in every sport to come up with the best."

Tergat said this year's awards are expected to be the best ever after a highly competitive season in sports. "We shall not introduce more categories which can make the awards lose the glamour," said Tergat. The athlete who will be declared the overall Sports Personality of the Year will

pocket Sh150,000 while the male and female Sports Personality of the Year will get Sh100,000 each, with first and second runners-up getting Sh75,000 and Sh50,000 each in each of the categories.

Chairperson of Soya panellists, Evelyn Watta, said nominations are goin on and the public and sports federations should nominate their personalities and teams by sending

“

Our mode of selection and short listing will be different this time around since we shall take every nomination seriously”

Everline Watta, head of Soya selectors panel

them to soyawards@gmail.com. "Our mode of selection and short listing will be different this time since we shall take every process seriously," said Watta.

"We moved the date of the gala (to January from December) so as to accommodate some disciplines like hockey, basketball and football (Harambee Stars) whose calendar ends late in December."

Tergat and Watta were speaking after receiving the sponsorship cheque from Safaricom's director of marketing Rita Okuthe.

During his days, Tergat, who is a former World Marathon record holder (2:04:55) and five times World Cross Country king, said he cared about the value he brought to sports and wanted to see all sportsmen and women win fair. Tergat noted that recent reports of doping by Kenyan athletes had put a dark mark on the excellence of the sport in the country, adding that the government and Athletics Kenya must show commitment in investigating the issue.

"We want action take on offenders so as restore the country's reputation in sports," said Tergat.

IN NUMBERS

Sh12m

Safaricom's sponsorship for this year's Soya awards

30

Number of days voting process will take

23

Awards categories where nominees will be forwarded by federations

BRIEFLY

SAO PAULO

Pele in 'special care' as condition worsens

Brazil great Pele, 74, was on Thursday taken into a special care unit in a Sao Paulo hospital after his health worsened, three days after being admitted with a urinary infection, the hospital confirmed.

"Edson Arantes do Nascimento (Pele) remains in hospital. To receive the best care he was transferred in order to be monitored in a special care unit," read a statement released by the Albert Einstein hospital in Sao Paulo. Pele underwent surgery for kidney stones on November 13 before being released two days later.

PARIS

touring Basel face disciplinary action

Swiss club FC Basel are to face disciplinary action from UEFA after a pitch invasion by their fans during their 1-0 home Champions League loss to Real Madrid on Wednesday.

The case will be examined by European football's governing body on December 11.

The Bulgarian and Croatian football federations were also fined 95,000 euros (\$118,000) and 60,000 euros (\$75,000) respectively for the use of smoke bombs in the stands during a Euro 2016 qualifier between the two countries on October 10 in Sofia.

LONDON

Arsenal's Wilshere out for three months

Arsenal midfielder Jack Wilshere will be out of action for around three months after successfully undergoing surgery on his injured left ankle, the Premier League club announced on Thursday. The 22-year-old England international had to be operated on after he damaged ankle ligaments in a challenge with Paddy McNair during Arsenal's 2-1 loss at home to Manchester United last weekend. "Jack Wilshere has had successful surgery on his left ankle and will be out for approximately three months," Arsenal said in a statement on the club website.

PARIS

Headbut proves costly for Bastia's Brandao

Bastia's Brazilian striker Brandao was on Thursday jailed for a month and fined 20,000 euros (\$25,000) for headbutting Paris Saint-Germain's Thiago Motta.

The three judges went beyond the prosecutor's request for an eight-month suspended term and 15,000 euros (\$18,000) fine.

However, Yves Madre, the President of the Paris court, implied the 34-year-old could benefit from a reduced sentence, and may eventually avoid prison.

Madre also regretted Brandao's failure to appear in court, which prevented the judges from considering alternative sentences such as community service.

“

The panellist shall not only consider athletes breaking the records or winning some races but a swimmer, who has broken the national record in an international event without necessarily winning”

Paul Tergat, Soya founder

Champions Orange maintain unbeaten run to reach Cup semis

BY BRIAN YONGA
byonga@ke.nationmedia.com

Kenyan international Jacqueline Jow Wangechi scored a hat-rick as defending champions Telkom Orange beat Nigeria's Heartlands 4-1 in their last group match at the Africa Hockey Cup of Club Championship played at the Khumalo Stadium in Bulawayo, Zimbabwe, yesterday.

The victory saw the African queens move to 12 points and maintain their 100 per cent record after winning all their four pool games. Heartlands finish second in the pool with seven points and join the Kenyan girls in the last four.

Orange fell behind in the 12th minute when Evelyn Uwaegboe fired past Orange goalkeeper Cynthia Ak-

inyi to give the Western African side the lead. This was the first goal Orange had conceded since the tournament began.

Hertlands held on

Heartlands held on to the lead till after the break when the defending champions came back into the match with two goals in seven minutes to take control of the match. Lillian Aura equalized in the 42nd minute after finishing off from a penalty corner.

Wangechi got her first of the game in the 49th minute firing past Heartlands keeper Patricia Uzuegbu to give her team the lead.

She added her second goal seven minutes later as her deflected shot fooled the keeper before completing her hatrick two minutes to the end.

Today, Strathmore Scorpions will take on Ghana Revenue Authority in their last Pool B match from 5 pm (Kenyan time) and a win will see them win the group.

The Kenyan side lie second in Pool B which is led by Ghana Revenue Authority. Strathmore have six points, same as the West African side, but the Kenyan side has a goal difference of 17, two goals less than the pool lead-

“

This is a top event and if we want to become champions, we have to play the best teams”

Meshack Senge, Strathmore coach

ers. Scorpions Coach Meshack Senge has called on his team to finish their matches with a win so as boost their morale going into the last four. He also added that he was not afraid of clash between the two Kenyan clubs.

Strathmore could face defending champions and rivals Telkom Orange if they finish second guaranteeing a Kenyan team in the final set for Sunday though both teams would definitely love to meet in the final which would be a repeat of last year's final where Orange beat Strathmore 2-0 in Kampala, Uganda.

"This is a top event and if we want to become champions, we have to play the best teams even if it means Orange. We are hungry for the title and at we are remain focused at our ultimate prize," Senge said on phone.

UEFA CHAMPIONS LEAGUE | Sanchez again leads from the front on good night for Londoners

Proud Wenger hits back at critics as Gunners reach knock-out stage

Sanogo scores his first goal for Arsenal as the Londoners reach last 16 of elite club tournament

London

Arsene Wenger celebrated Arsenal's progress to the last 16 of the Champions League by taking a swipe at the critics inside and outside the Emirates Stadium.

Wenger found himself under siege in the run up to Wednesday's Champions League clash against Borussia Dortmund as a section of Arsenal's fanbase called for his sacking, while Alisher Usmanov, the club's second largest shareholder, went public with some stinging criticism of the Gunners manager.

Wenger's club have endured their worst start to a domestic campaign for 30 years and another loss against Dortmund would have jeopardised Arsenal's hopes of qualifying from Group D and further increased the heat on the Frenchman.

But Wenger was able to silence the doubters as Yaya Sanogo's first goal for the club was followed by a sublime Alexis Sanchez strike in a dominant 2-0 victory that ensured Arsenal will play in the knock-out stages of Europe's elite club competition for the 15th successive season.

With a crucial victory in the bag, Wenger took the opportunity to underline his belief in his players and his lack of respect for those who question his methods.

"I don't try to think about other people. What is important is what we do inside the club. We are united," Wenger said.

"This team has a top quality attitude. We showed it in the game. We were determined and committed."

"I don't try to think about other people. What is important is what we do inside the club. We are united. This team has a top quality attitude. We showed it in the game. We were determined and committed"

Arsene Wenger

"We were a bit more under pressure because we lost on Saturday when we were a victim of our generous attitude going forward. Tonight we had more urgency to defend when we went 1-0 up."

"When you work in the football club you realise it is not easy to have consistency and I'm very proud of making it to the last 16 again."

"The club deserves a lot of credit as well, but it's not enough because we want more."

Wenger's decision to select inexperienced France Under-21 striker Sanogo instead of Germany international Lukas Podolski could have given the critics more ammunition if he had performed poorly.

But he repaid Wenger's faith with a



WEDNESDAY'S RESULTS

Group A: Malmö 0 Juventus (ITA) 2 (Llorente 49, Tevez 88), Atletico Madrid (ESP) 4 (Raul Garcia 9, Mandzukic 38, 62, 65) Olympiakos (GRE) 0

Group B: Basel (SUI) 0 Real Madrid (ESP) 1 (Cristiano Ronaldo 35), Ludogorets Razgrad (BUL) 2 (Abalo 3, Terziev 88) Liverpool (ENG) 2 (Lambert 8, Henderson 37)

Group C: Bayer Leverkusen (GER) 0 Monaco (FRA) 1 (Ocampos 72), Zenit St Petersburg (RUS) 1 (Danny 79) Benfica (POR) 0

Group D: Arsenal (ENG) 2 (Sanogo 2, Sanchez 57) Borussia Dortmund (GER) 0, Anderlecht (BEL) 2 (Mbemba 44, 86) Galatasaray (TUR) 0

muscular effort that added a little more power than usual to Arsenal's attack.

"Sanogo played well, he protected the ball and won many challenges," Wenger said.

"He's a young boy, but he has presence and he's committed and very determined. That is vital up front."

Unfortunately for Wenger, Sanogo came off with a hamstring injury to join a growing injury list that also includes captain Mikel Arteta, who could be sidelined for several weeks with a calf problem

suffered against Dortmund, Jack Wilshere, Danny Welbeck, Theo Walcott and Wojciech Szczesny.

"The injury situation is a problem because we have many games and now we have lost two more players," Wenger added.

Despite the injuries, Wenger said he was likely to field the strongest possible team in the final group match at Galatasaray in a bid to catch leaders Dortmund, who have a two-point advantage heading into their last game against Anderlecht.

"I will try to win the last game because you never know, if Anderlecht win in Dortmund and we don't win we will say we are stupid. It is unlikely though. It is 90 percent we will finish second," Wenger added.

Although Dortmund had already qualified for the last 16, boss Jurgen Klopp had been hoping for a more positive result as he looks to lift his team out their domestic rut.

Dortmund are in terrible form in the Bundesliga and Klopp acknowledged it would take a reliance on hard work to get back on track. (AFP)

Juve's Allegri eyes Atletico win, top spot

Milan

Angry Juventus coach Massimiliano Allegri has called on the Italians to qualify in style for the last 16 of the Champions League by beating Atletico Madrid to finish top of Group A.


Second-half goals from Fernando Llorente and Carlos Tevez gave a huge boost to Juve's qualifying hopes on Wednesday when Allegri's men secured a valuable 2-0 win over Malmö in Sweden.

It was Juve's first away win in the competition in six attempts and left the Turin giants second in the group, three points behind Atletico and three ahead of Olympiakos, who suffered a 4-0 defeat in Spain to the La Liga champions. Allegri was pilloried in the Italian sports press following Juve's 3-2 home win over Olympiakos two weeks ago when he claimed the Old Lady could realistically oust the Spanish champions from top spot in the group.

After Wednesday's win left Juve requiring only a draw to go through, Allegri was sticking to his guns.

"Against Atletico we need to play at our very best and win by two goals if we want to finish top of the group," Allegri said. "It will be a great match. But first and foremost, we have to secure our qualification."

Adopting the same 4-3-1-2 formation that beat Lazio 3-0 last weekend, Allegri's men overcame a messy opening half on a poor playing surface to create a host of chances after the restart. (AFP)



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UEFA CHAMPIONS LEAGUE
Proud Wenger answers his critics
as Gunners Borussia Dortmund to
advance from Group D. P.71

SPORT INSIDE



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Safaricom sponsors annual event as members of public get chance to vote. P.70



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Daily Nation - Friday



BROADCASTING | Cabinet asks Information minister to begin migration immediately

Firms finally get digital TV licence

Permit allows media owners to start setting up infrastructure in 10 key locations, including Nairobi

BY CHARLES WOKABI

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Local media owners can now start distributing their own digital television signals after they received a licence from the communications sector regulator.

The permit allows the broadcasters to start planning and building infrastructure in 10 key locations, including Nairobi, in preparation for the digital migration.

The Communications Authority of Kenya (CAK) awarded the licence to the Nation Media Group, Royal Media Services and Standard Group through a consortium, bringing to an end a dispute that has for years delayed the migration.

The local broadcasters will become the third digital signal distributors after Signet and Chinese firm Pan African Network Group, which previously held the exclusive distribution rights despite their small market share in the Kenyan television industry.

"For strategic and business reasons, and to protect press freedom, it is imperative that we carry our own signals and content straight to our consumers. I want to sincerely thank



FILE | NATION

Lawyer Paul Muite for Nation Media Group, Standard Group and Royal Media Services, addresses the Supreme Court in Nairobi during digital migration hearings on July 30.

the CAK," Nation Media Group Chairman Wilfred Kiboro said yesterday.

The media owners now want the regulator to allow them time to set up and get their infrastructure ready before implementing the switch-over.

"We have requested reasonable time to set up our infrastructure. We will be facilitated to have simulcast (analogue and digital) transmissions to test our signals and market our set-top boxes," said Mr Kiboro.

He said the three media companies controlled close to 90 per cent of the country's television viewership and have the capacity and ability to carry their own signals in all the 47 counties.

"We are engaging CAK and the government to get more frequencies to cover all the designated digital

transmission sites to enable all the citizens of this great country in the 47 counties to watch their popular TV channels," he said.

Mr Kiboro said this would safeguard

“

For strategic and business reasons, and to protect press freedom, it is imperative that we carry our own signals and content straight to our consumer"

Nation Media Group Chairman Wilfred Kiboro

the rights of citizens living in Turkana, Kapado, Marsabit, Mandera, Lamu or any other place within the country to access information and watch their favourite TV channels like their brothers and sisters in Nairobi, Mombasa or Kisumu.

In awarding the licence, the regulator was complying with the September 29 ruling of the Supreme Court, which ordered the government to open dialogue with media houses and agree on new switch-over dates as well as possible award of a signal distribution licence.

Meanwhile, the Cabinet yesterday approved the switch to digital television broadcasting in Nairobi and the rest of the country, and asked the Information minister to begin the migration immediately.

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FREE WITH YOUR DAILY NATION.

DN2

Daily Kenya Living

Friday, November 28, 2014

Nannies from hell

Mothers have reported broken bones, whip scars, force-feeding and venereal diseases on their babies, all courtesy of care givers. Unfortunately, day care will always be a nagging necessity for the modern family

PAGES 2&3

BY NJOKI CHEGE

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It was her first day back to work after a three-month maternity leave, and she had spent the previous week making sure that her three-month old son would be comfortable at home once she reported back work.

Househelp. Check. Adequate supply of milk for baby. Check. A home phone in case of emergency. Check. Everything was going according to plan — or so she thought.

Esther Omondi, then a young 24-year-old mother who had just had her first baby, was not prepared for the horror that she would have to deal with in the next couple of months, courtesy of the househelp. The woman she paid Sh4,000 a month to take care of her toddler; the woman she fed, housed and even clothed just to keep her comfortable, was about to become her biggest nightmare.

On the evening of December 1, 2009, Esther walked into her house in Nyeri, eager to hold her son and breastfeed him. But, where she

The doctor told me that my son had a compound fracture at the femur (thigh bone). He was also shocked, saying he had never treated a baby for such an injury. It was bad. I cried the entire night as doctors prepared my baby for surgery. From that day, at three months, the baby completely refused to breastfeed because I think the trauma was too much for him.

Esther Omondi, on injuries her three-month-old son suffered at the hands of a househelp

Outspan Hospital. It was probably the longest ride to hospital she will ever have to endure, and, while she knew for sure that something was wrong with the baby, nothing could have prepared her to what the paediatrician told her, not even the constant, eerie wails of the baby.

"The doctor told me that my son had a compound fracture on the femur (thigh bone)," says Esther. "He was also shocked, saying he had never treated a baby for such an injury."

"It was bad. I cried the entire night as doctors prepared my baby for surgery. From that day, at three months, the baby completely refused to breastfeed because I think the trauma was too much for him."

So, how did Esther's three month-old baby fracture his thigh bone? As Esther would later discover, the househelp had confided in a neighbour's maid that she had "accidentally" sat on the baby.

"My issue was that she was never truthful with me. It is better for someone to tell you that your child accidentally ingested bleach so that you can know exactly what to do. She didn't tell me anything. She just stuck to her story that she thought the baby had a stomachache."

Sickening stuff

The baby remained with a cast on his right thigh for the entire month of December 2009. The injury, fortunately, healed and the baby is fine, but the emotional wounds still fester within the mother.

"From that day on, I have never trusted househelps. I sack them at the slightest suspicion of wrongdoing," she says.

We caught up with Esther in the wake of one of the most traumatising videos ever posted on the Internet — and there is a lot of sickening stuff on the Net; from war footage to accidents caught on camera to terrorists playing the fright card.

Over the weekend, a one-year-old Ugandan girl got the entire world talking after an unsettling video showed a barbaric househelp meting out violence on the helpless tot. The two-minute video begins with the househelp impatiently feeding the baby.

Visibly irritated, the woman forces spoonfuls of baby food into the baby's mouth, barking fiercely at the child to gobble up the food. For a few seconds, the househelp looks like she has given up on the baby and indolently eats the baby's food as she watches what sound like a Nigerian movie on television.

Hissing in terror

The baby, her tummy probably upset by the force-feeding accompanied by slapping, just sits there, whimpering in terror but unable to run away from her tormentor. She is, after all, just a year old.

And then, out of the blue, the baby opens up her mouth and throws a jet of vomit onto the floor. Her stomach cannot handle it, and she can't control the reflex. The househelp sighs, takes a breath and, as if gathering strength to fight a rancorous enemy, tightens her murderous muscles.

In a fit of rage, she grabs the baby, who is still sitting quietly on a sofa, and throws her to the floor. The househelp then grabs what looks like a rechargeable torch and metes her hellish wrath on the helpless child



Over the weekend, a one-year-old Ugandan girl got the entire world talking after an unsettling video showed a barbaric househelp meting out violence on her. But that is just one househelp who was caught savagely treating a child, and the question here is; how many other such incidents go unreported and undetected, either because the parents cannot afford to install surveillance cameras at home, or because they are too engrossed with other stuff to notice that their babies are unwell?

at her feet, who is now screaming at the top of her voice.

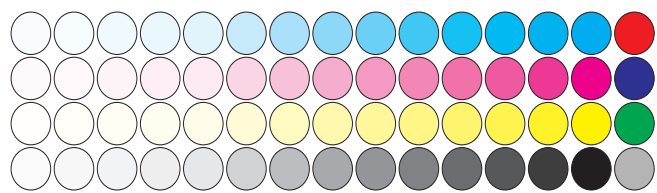
The househelp, her craving for violence momentarily satiated, steps away from the baby. And then, to the horror of many who have had the misfortune of watching the video clip, she steps on the baby's back and tries to balance her adult body on the feeble frame of a one-year-old, who is now lying prostrate on the floor.

Most people say they turned away from their phones at this point because it is just too heart-wrenching to continue watching, but more horror lies a few seconds away, especially where the woman, done with stepping on the child, kicks her on the ribs and sends her crashing against a sofa, where the terrified baby lies facedown — tortured, exhausted, motionless, and unnervingly quiet.

The video ends when the woman grabs the child and disappears beyond the camera's view.

The househelp from hell, identified days later as — hold your breath — Jolly Tumuhirwe, is a 22-year-old employed to take care of the baby in the Kiwatule suburb of Kampala, Uganda.

The baby's father, Eric Kamanzi, reported the incident on November 13 at Kiwatule Police Post after viewing



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the footage of a CCTV camera he had installed in the house when he suspected something foul happened whenever the househelp was left alone with the baby.

The maid was charged with torture under Section 3 of the Anti-Torture Act and remanded in Luzira Prison. However, following the uproar, both online and offline, police have sought advice of the Director of Public Prosecutions in Uganda to amend the charge to attempted murder, which is punishable with a life sentence. The househelp is set to appear in court again on December 8.

But that is just one househelp who was caught savagely treating a helpless child, and the question here is; how many other such incidents go

unreported and undetected, either because the parents cannot afford to install surveillance cameras at home, or because they are too engrossed with other stuff to notice that their babies are unwell?

From breaking babies' bones to pouring hot milk on them, to watching adult films in the presence of the minors and even breastfeeding them, many who have had to live with the small discomfort of having a stranger take care of their children have tales to tell.

Ms Muia — or, as the neighbourhood calls her, Mama Junior (she requested that we do not disclose her full name) — is a mother of two, and she shudders every time she recalls the drama and trauma a househelp once took her

through. Her younger child was only one-year-old when she contracted what looked like an infection in her private parts. The doctors were astounded and demanded to know why the mother was not exercising hygiene in bathing the child.

“Like a good mother, I had a specific basin that I used to wash the baby,” says Mama Junior. “She was always in a clean nappy and I wondered how she had contracted the infection.”

One day, when Mama Junior was cleaning her house, she moved the wardrobe... and got the shock of her life.

“The house help had hidden some of the babies' nappies that she had used as sanitary towels. Some were clean and others still soiled, I was disgusted.”

The scales had finally fallen off Mama Junior's eyes and it all made sense why her baby had an “adult infection”. Turns out the house help, instead of buying herself sanitary towels, would improvise and use the baby's nappies as sanitary towels. She would then wash them and use the same nappies on the baby. That is how Mama Junior's little girl contracted a venereal disease.

Delay pay

It also turned out that the househelp had been violent towards the little girl whenever her elder brother, Junior, was away at school. When prodded over why she behaved that way, the househelp was not short of answers.

“She said the reason why she beat my child was that I used to delay her salary, so she vented her anger on my child. For some reason, she never believed me when I told her that her salary got delayed because mine was delayed too and my husband's business was not doing so well. Eventually, she had to leave,” says Mama Junior.

Brian Weke, a child activist and former manager at Cradle, a non-governmental children's organisation, says cases of violent househelps have been on an alarming rise, and that Cradle also receives complaints of HIV+ househelps breastfeeding their employer's children. Other children are also sexually molested by their care givers.

“Section B of the Children's Act states that a child should be protected from all forms of abuse,” says Weke,

“while Article 53 of the Constitution protects children from any form of abuse, including physical and sexual forms.”

Hardly reported

The Penal Code also provides for punishment against child assault and is categorical that anyone causing grievous bodily harm against a child should be jailed. Unfortunately, most such cases are hardly reported, either because grown up children are too afraid to speak up, or the young are too innocent they do not even know what is happening to them is wrong.

So, how do you mitigate the abuse? The first step, according to Weke, is to be proactive in selecting your help. If possible, interview the househelp first, and “fathers should also be part of that interview”.

“You can easily pick out some bad personality traits from the first interview,” Weke advises.

Parents are also advised to invest in good CCTV cameras, or “nanny cams”, to monitor the househelp's behaviour.

It is also important to encourage your older children to speak out in case of any unusual treatment from the househelp. “Teach them the difference between a right touch and a wrong one. Ask them questions and always encourage them to talk to you,” says Weke.



Is your child being abused? Here, the tell-tale signs

It is easy to spot an abused child, experts say, as long as you look out for the common tell-tale signs. Of course the easiest way to know if your child is being physically abused by the 'help is by encouraging that child to talk to you. In most cases, the child will not speak up unless he or she has reached the tipping point — or unless he or she knows how to speak in the first place. So, if your child can't complain to you, how can you detect abuse? Here is what child experts advise:

Unexplained injuries: The most basic sign of abuse is unexplained burns and bruises. Children and the househelp will often come up with explanations that do not hold water to explain those injuries. If you spot any unusual bruises on the face, arms, buttocks, thighs and the back, especially those with the unusual patterns of belts and cords, you need to take immediate action.

Regression: Abused children often return to earlier behaviour that they showed at earlier ages, such as bed-wetting, fear of the dark and strangers, thumb sucking and some may lose their acquired language or memory.

Clingy behaviour and separation anxiety: Separation anxiety is the distress that a child feels when his or her carer leaves him or her

alone or in the care of another person. The child will show signs of anxiety such as crying for their parent, screaming, throwing tantrums and even vomiting. An abused child will exhibit clinging behaviour, especially towards the parents, because he or she feels they are the only persons he or she could be safe around.

Re-enacting sexual acts: A child will most likely re-enact a previous sexual situation with other children. He or she will start experimenting what has been done to him or her and tend to be sexually aggressive towards other children. Drastic changes in school performance: Children who have been abused will hardly concentrate in class and their relationships with teachers and other students will take a downward spiral.

Changes in sleeping: Abused children have trouble sleeping. Their sleep is often interrupted by nightmares and, as a result, they appear fatigued and tired. Risk-taking behaviours: Young people who are being abused may engage in high-risk activities such as using drugs and alcohol. Other tell-tale signs include poor growth or weight gain, poor hygiene, social withdrawal, depression and desperately seeking attention and affection.

Jobs

Getting ahead in today's job market



JOB TIP: CAREFUL WHAT YOU ASK CANDIDATE WITH A DISABILITY

When interviewing a physically challenged job seeker, don't ask questions that directly refer to their perceived limitations. Rather, focus on work-related issues. That way, you will be positioned to more effectively weigh the candidate's level of talent against any physical adjustment you may need to make at the workplace, if at all.

DIVERSITY

Bank lays ground to employ more disabled people

BY ELIZABETH MERAB

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The video footage pans to one side and then the other, and zooms in conveniently to show details of the expanded washrooms, the access ramps and lowered ATMs.

It is November 14 at KICC Nairobi, and Barclays Bank of Kenya is unveiling its disability plan under the multinational's Diversity and Inclusion policy. The occasion doubles up as a career fair specially targeted at people with disabilities.

The video serves to demonstrate some of the physical adjustments the bank has undertaken to accommodate more employees with disability within its ranks. It targets a five per cent representation of such staffs. Presently, according to human resource director Geneva Musau, the bank is at one per cent on this score, aiming to get to three per cent by 2016.

"We feel that much has not yet been done to equally represent persons with disability," confesses Ms Musau.

According to the International Labour Organisation (ILO), many disabled people in Kenya, as in most developing countries, have limited employment opportunities, sometimes spawned by poor access to education.

"Productive and decent work enables people with disabilities to realise their aspirations, improve their living conditions and participate more actively in society," states ILO on a website write-up.

The organisation underscores the need for equal employment opportunities and training for such people.

Dr David Ole Sankok, the chairman of the National Council of Persons with Disabilities, complains that many employers are yet to embrace policies that would see the actualisation of such advice by ILO. "We still have physically challenged people being mistreated and discriminated against by some employers," he says.

The UN Convention on the Rights of Persons with Disabilities and Optional Protocol also seeks to promote the employment of persons with disabilities an equal terms with others.

"This includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities," the resolution states.

Statistics indicate that in Kenya, more than 33 per cent of physically challenged persons do not have any form of employment, while 25 per cent work in family businesses.

Driven by its diversity and inclusion programme, Barclays Kenya now seeks to root a culture of promoting equal employment opportunity for such persons.

"This year, we formed the Barclays Kenya Diversity and Inclusion Council, which will focus on the four key pillars. Already we have seen the gender pillar successful and now our focus is on disability," says Hannah Gitau, who chairs the council.

"Creating an inclusive culture is about

CONTINUED ON PAGE 2

PERSONAL DEVELOPMENT | Where your job is also your class

Ways to keep learning and still have a sane life

Bosses may encourage employees to sign up for extra training and courses, but how many people will find time to engage properly if their workloads remain the same and their studying must be done after hours?

BY LISA BURRELL

The New York Times Syndicate

A colleague recently made this prediction: People who work together will soon start asking one another, "What courses are you taking?" It will be the new, "What are you reading?"

He is probably right, and that worries me a little, but not because I don't like learning. I like it so much that I would have stayed in school for a few decades if I could have paid my bills. I am just not sure how I would tuck a bunch of seminars and "massive open online courses," or MOOCs, around the edges of my wonderful job and my life as a parent who already sets the quality bar lower than she'd like.

In a sense, though, I am still in school. Most of us are. At work, we are not only allowed but expected to be perpetual students. As we make our contributions and manage others, we grow and adapt, and so do our organisations, creating new reasons and ways for us to stretch.

Some employers help by providing venues for mentoring, coaching and networking. But there is a big difference between professional development and structured learning. And although some forward-thinking employers with plentiful resources have corporate universities, many companies seem to view continuing education as self-directed – something that people take on in addition to their regular duties as invested members of their organisations, families and



FILE | DAILY NATION

communities.

Where should the responsibility lie? Edward Hess, a business professor, urges companies to assume a greater share of it. His new book, *Learn or Die*, offers what he calls a "blueprint" for building stronger learning environments. While it's not quite that precise, the book provides useful guidance.

Hess draws on a large body of research on the cognitive, emotional and behavioural factors that promote learning and on the kinds of leaders, cultures and policies that enable businesses to change and survive.

He holds up several exemplars

“

Working and living on a continual learning curve serves people well in a fast-moving world”

– describing in some detail, for instance, how the investment firm Bridgewater Associates structures internal conversations as debates, exploratory discussions or teaching moments.

Learning efforts can easily fall flat without institutional muscle behind them. Sure, leaders may encourage employees to sign up for extra training and courses, but how many people will find time to engage properly, or at all, if their workloads remain the same and their studying must be done after hours? How many will even feel safe seeking support in areas where they have “room for growth” if learning isn't integral to their organisations?

The solution, Hess suggests, is to create a workplace where people's jobs become their classes – “where learners experience a combination of positive support and challenges.”

That includes providing good role models, granting sufficient

autonomy, measuring progress through 360s and giving rewards such as promotions and stock ownership to fuel engagement.

Meanwhile, of course, individuals still need to do their part by honing their learning skills and adopting the “growth mind-set” that Stanford University's Carol Dweck famously identified as a self-fulfilling prophecy.

Liz Wiseman, a leadership adviser, even makes the case that a predisposition to learning often gives inexperienced people an edge over their more seasoned colleagues, who may be encumbered by what they know and assume.

In her new book, *Rookie Smarts*, Wiseman says rookies close their knowledge and skills gaps by scanning the landscape for information, marshalling as many experts as they can, listening carefully and making connections. When facing brand-new challenges, they work their way toward mastery incrementally but quickly, conducting small experiments and frequently checking in with stake holders to mitigate risk.

Wiseman, like Dweck, argues that working and living on a continual learning curve serves people well in a fast-moving world. But what if that outlook doesn't come naturally to you?

Consultants Sebastian Bailey and Octavius Black say you can develop it with the many mental exercises they offer in “Mind Gym”, recently released in the United States, after gaining a UK following. Their book is meant to help you think more positively and creatively, exert more influence and in general make the most of what you've got upstairs.

Despite the care that Bailey and Black take to tether their advice to scholarship, their book feels a little light, maybe because the overarching goals are vague (to improve “performance” and achieve “success”).

But it includes some interesting tools – such as a brief self-assessment to identify why you are procrastinating. I can't imagine ploughing through all of them, though you might dip into certain chapters (on getting more from people, sparking creativity and so on) as various needs arise. And the exercises are fun, in small doses.

CONTINUED ON PAGE 2

How to keep learning and still have a life

CONTINUED FROM PAGE 1

Reading them reminded me of my 9-year-old's "pre-homework" – palpating her collarbone with one hand and her belly with the other. It's a trick she picked up in Brain Gym, a program used by schools and organisations since 1987 to promote "learning readiness" through movement. "Gets your right side talking to your left side," she explained when she caught me staring.

Brain Gym's creators, Paul and Gail Dennison say that 26 activities dramatically improve concentration, organisation, academic performance and relationships, "even though it is not clear yet 'why.'"

Critics take issue with the Dennisons' research and their claims that the program "builds, enhances or restores natural neural pathways in the body and brain to assist natural learning."

Dubious neuroscience aside, Brain Gym has something going for it: It's designed to make education feel both fun and doable. That's a real need, given the emerging mandate to sustain our learning indefinitely.

If my colleague's prediction comes true, we'll be scouting for many of our own growth opportunities as we should and as we've done all along. But even the hungriest of us will make much more progress if our organisations set us up for success. They'll reap the benefits, too.

Lisa Burrell is a senior editor at *Harvard Business Review*

CHANGE TALKS | No matter who you follow, if you do not develop yourself, you are doomed

We blame leaders; what about followers?

BY WALE AKINYEMI
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Last week, police stormed the Nigerian National Assembly. Across the country, the polity is being heated up. Why? Elections are round the corner.

Have you noticed that in many parts of Africa, some things have to happen each time elections are around the corner? The police and the Red Cross have to be on high alert because of the possibility of trouble. Hospitals have to ensure they have enough blood.

Why does this happen?

The development of a nation is a product of the socio-cultural environment that must be spearheaded by leadership. Often when this fails, the problem really is with the followers who gullibly allow themselves to be used.

I have on many occasions talked about leadership development. Maybe we should put the spotlight on the ignorant followers.

What has created such a bunch of gullible people, or, like a mentor of mine would say, such volumes of "people with unadulterated ignorance?"

First, followers, be they of political, corporate or spiritual entities, must realise that personal development is not an option. It is mandatory.



Any society where personal development is not a key agenda, will produce lazy, dependent and ignorant followers

No matter who you follow, if you do not develop yourself, you are an endangered kind.

Until we take our personal development seriously and not just academically, our surroundings will change faster than our mental capacity. And when things are changing outside faster than they are inside, the situation gives birth to victims.

Complaining is the language of victims and following blindly

is their practice. No level of encouragement can stop a person with a victim mentality. It's a state of mind.

It is one thing to blame the scheming leader for taking advantage of the clueless people, but that is an effect, and not a cause.

What environment has created this culture of cluelessness? Progress is impossible if we blindly and stupidly follow the path that got us to where we are.

A society where it is a taboo to question authority or where transparency is not entrenched in the culture will not progress because it gives birth to unaccountability at the top. Once that has been entrenched as a culture, leaders will thrive at the expense of clueless followers.

Great leadership should see accountability as a route to shine and show that they are real leaders. Accountable leadership is the first sign of a progressive entity. If we do not rebel against some senseless elements in our culture, we will consolidate stupidity for generations to come. We must never preserve the past at the expense of the future.

Any society, be it a geographical or a common values society where personal development is not a key agenda, will produce lazy, dependent and ignorant

followers.

Quite a number of African leaders, from political to religious, have thrived and benefited greatly from this silent perpetuation of ignorance among followers. In fact, the wealth of valueless leaders has often been built on the poverty and ignorance of clueless followers.

This sums up a lot of the African problem – the more ignorant the many, the more prosperous the few who lead them.

Poverty of the clueless masses and a system of unaccountability sets the stage for exploitation. Who then do we blame; the lazy ignorant follower or the leader who takes advantage of the ignorance of the follower? After all, capitalism is the ability to capitalise on opportunities for profit.

It is complex, but my submission is this: If following does not bring transformation in followers over time, then there is a problem.

The day we begin to question retrogressive culture, demand accountability and place a premium on individual growth and personal development, progress will be near.

Leaders who do not change the status of followers for the better have no business being called leaders. We don't need leaders to stay where we are, and certainly, we don't need them to be worse than we are.

MANAGEMENT 101 | To move up, try things you thought you could not do

You won't find growth in your comfort zone

BY FLORENCE KITHINJI
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Although Mwoga was quite qualified for the job, he was afraid of applying for it. "I'm not going to apply for this job because if I get it, it will mean relocating my family. Can you imagine the agony of looking for a new house, new schools for my children, and getting used to another routine?"

Mwoga's secret reason for not wanting to take up the job was that he would have to go to a new organisation, meet new people and start afresh. It would take him away from his comfort zone.

According to Robert Allen, co-author of *The One Minute Millionaire*, most people don't get what they want in life because they don't leave their comfort zones long enough to achieve it.

Robert wisely argues that everything we want out of life is just outside our comfort zone. Most people don't like trying out new things because they are afraid of new things.

People subconsciously create comfort zones throughout their lives, not knowing that these comfort zones become prisons that do not allow them to actualise themselves.

How many times have you heard of people refusing to follow their dreams for fear of failure?

The sad fact is that you miss 100 per cent of all the opportunities you don't attempt. You will never know how it would have been if you had tried.



In India, baby elephants are tethered when small. As they try to break free, they realise that they cannot. With time, their area of operation becomes limited to the length of the rope that tethers them.

Even as they grow big, they don't break free although they are strong enough to do so because they have become accustomed to being tethered.

Our self-limiting beliefs were handed over to us when we were young. Sadly, since nobody has ever put them to the test, they became our reality.

Jack Canfield, in his bestseller, *The Success Principles: How To Get From Where You Are To Where You Want*

To Be, says that in order to stretch beyond our comfort zone, we need to start by shifting our self-limiting thoughts.

He states that people begin by talking to themselves on an issue. This self-talk then reinforces and develops one's self-image, which later leads to performance in conformity with the specific image.

For example, when Juma was asked to speak in public, his self-talk went like this: "I cannot address a public gathering."

When Juma's company asked him to give an introductory speech during their annual seminar, his self-talk was actualised. Since he had formed images in his mind of being unable

to address people, he mumbled a few words and went silent. This failure reinforced his earlier belief that he could not talk in public.

To break this cycle, Canfield advocates that people should focus on thinking and speaking of the new positive reality they would wish to create.

Forming positive affirmations and self-talk means saying things about what you want. The words should be positive and in a manner that suggests completion. For instance, Juma should have told himself: "I am a great speaker".

Secondly, create powerful images of success. Juma should have formed mental pictures of himself addressing a huge cheering, attentive audience. Finally, he should have behaved confidently on stage.

According to Jack Canfield, people tend to behave in a manner that fits in with their underlying self-beliefs. At a personal level, a good starting point for moving out of one's comfort zone is to consciously change one's behaviour.

Buying an expensive item might be out of your comfort zone at first, but when you learn to like it, your comfort zone stretches and your perception of the item will change.

In the workplace, stretching beyond your comfort zone means taking up new challenges and doing things you ordinarily thought you could not. Go ahead, try it!

Dr Kithinji is a trainer and management consultant at the Kenya School of Government, Nairobi

Bank's plan to include more disabled staff

CONTINUED FROM PAGE 1

recognising and appreciating that all human beings have been created differently but equal," she explains and continues: "This diversity and inclusion initiative is about checking our own behaviour – conscious and unconscious – towards those that we feel are different from us."

Ms Musau identifies pertinent factors with which the company aims to achieve the set five per cent employment threshold of persons with disability.

"In our policy, we've had the senior leadership team undergo 'unconscious bias' training to enable them pick up on the nuances that they send out when going about their daily routine as a result of their socialisation, which could be inhibiting the promotion of diversity and inclusion in the work place," she says.

The training, she quickly adds, will be cascaded to all staff members.

"We acknowledge that people with disabilities are not adequately represented within our ranks, and we have therefore put in place a policy which will see us increase their numbers year-on-year until we get to the five per cent government threshold," says Mr Francis Okomo, the chairman of the Board Of Directors Of Barclays Bank of Kenya.

At the launch, Ms Musau said she hoped the initiative would challenge the rest of the corporate world to engage with physically challenged people on a similar basis.

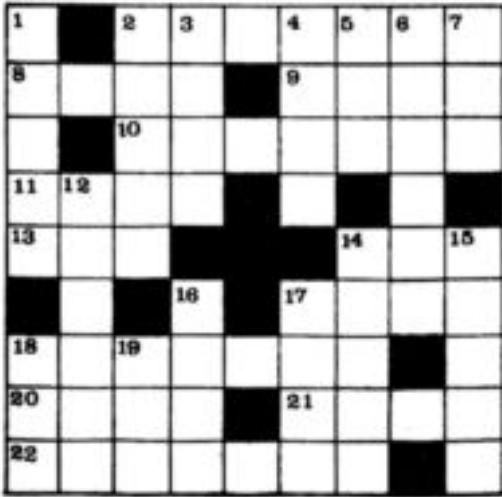
SIMPLE CROSSWORD

ACROSS

2. Ungainly, slumsy and lacking grace in manner
8. Ethnic group living across Kenya-Uganda border
9. Gains made on exchanging one currency to another
10. One who is the protection or patronage of another
11. The baking chamber in a cooker
13. To operate a motion picture while swinging it to get an optimum view
14. A large vehicle of public conveyance
17. A city with a harbour
18. Having resemblance
20. Utilisations
21. A factor of heredity
22. Plants with hairy leaves that sting

DOWN

1. To condescend
2. The trembling poplar
3. "____ out" means tired, exhausted
4. Unit of measuring electric



power

5. To grow old

6. Harshness, austerity

7. A female deer

12. A suitcase or travelling bag

14. Drills as a hole in the earth

15. To scatter or spread loosely over a surface

16. Fog

17. One side of a leaf as of a book

18. The centre of the Solar System

19. Came face to face with

YESTERDAY'S SOLUTION

ACROSS:

1. Throttle
7. Air
8. Arc
10. Spiny
12. Too
13. Tank
14. Test
15. Err
16. Stud
18. Icon
21. Hun
22. Abuna
23. Are
24. Sal
25. Epistle

DOWN:

1. Test
2. Rain
3. Oinked
4. Try
5. Late
6. Erosion
9. Cot
11. Pasture
14. Tribal
16. She
17. UNEP
19. Cull
20. Nabs
22. Ass

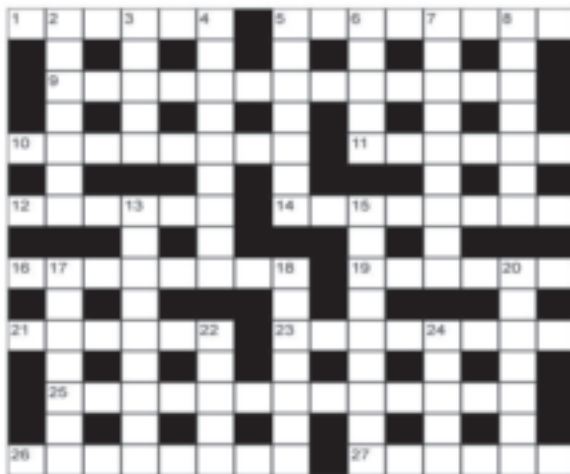
COMPLEX CROSSWORD

ACROSS

1. Decrepit folk making pots (6)
5. New protection for the thing brought back, withdrawn (8)
9. Arrogant film star, 'pet' with no fans (4-9)
10. Understand prisoner's genuine (8)
11. It sounds like public vehicle will hurry along (6)
12. Furious ambassador confronts an old rocker (6)
14. Yells about backward-looking union — they deny opportunities for some of the players (8)
16. Street entertainer, a big fellow (8)
19. Maiden is overwhelmed by river, resulting in this? (6)
21. One American state or another lacking a river (6)
23. Naughty man (or 'cad') offers spice (8)
25. Mob talker sure excited folk looking to make mischief (13)
26. Feeling ecstatic, one assigned to part of hospital (8)
27. Teresa cooked apples (6)

DOWN

2. Bring back shop, needing engineers first (7)
3. Does trade reportedly in these small rooms (5)
4. Animated little man's given external support during ride (7,2)
5. Rule with rod of iron concerning journalists (7)



6. Pound pocketed by uncouth robber (5)

7. Girl in cold and desolate area to north where kids are kept in (9)

8. Phone school up — not a lengthy communication (7)

13. Delight in aircraft, say (9)

15. Endeavour to make provision for someone who is late? (9)

17. Little piggy swallowing sparkling drink and hot snack (7)

18. One church among others with most in the collection plate? (7)

20. Boys collecting pence, needing men who may give financial support? (7)

22. Fur OK for use but not correct for top people (5)
24. Expert departs within a short time (5)

YESTERDAY'S SOLUTION

ACROSS

1. Industrial
6. Grim
9. Ousel
10. Sovereign
11. Asylums
12. Oration
13. Lists
15. Abridge
17. Emperor
19. Execute
21. Cheapen
22. Thrum
24. Opining
27. Gabardine
28. Stake
29. Tang

DOWN

1. Icon
2. Discourse
3. Salsa
4. Respite
5. Advance
7. Raids
8. Minestrone
11. Relapse
14. Watertight
16. Drummer
18. Repugant
20. Erotica
21. Chisels
23. Robin
25. Ibsen
26. Were

SUDOKU with Steers

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Fill in the 3 shaded digits and send the values ABC to 20567 for your chance to win a Free Meal with Steers. Start the SMS with the word Sudoku e.g. Sudoku 1,2,3 Check your Wednesday paper to see if you are a winner. Winners will be contacted directly by **Steers within 2 weeks** to receive their prize. SMS cost: 10p=

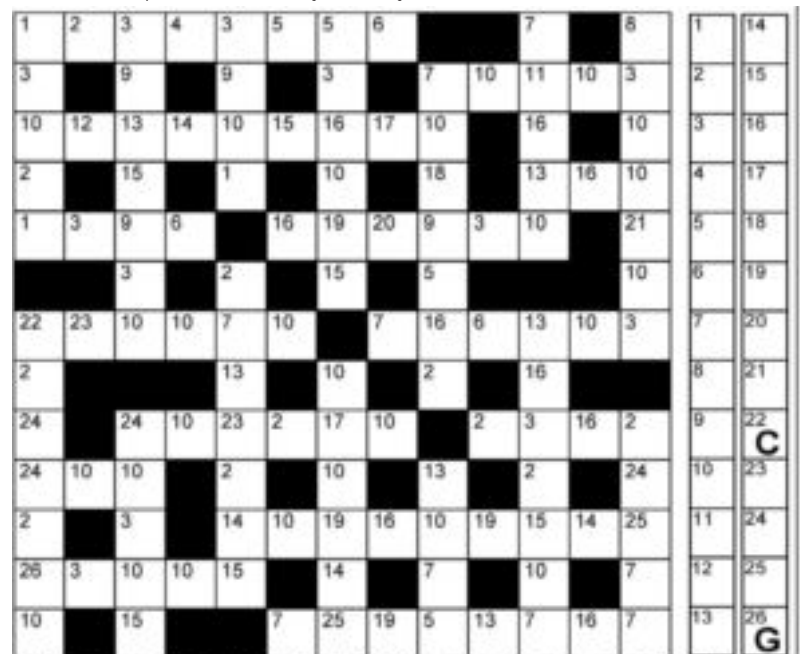


YESTERDAY'S SOLUTION

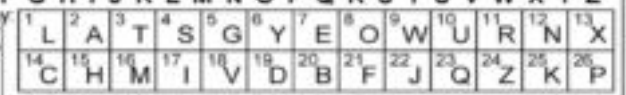


CODEWORD

Each number in our Codeword grid represents a different letter of the alphabet. For example, today 22 represents C so fill in C every time the figure 22 appears. You have two letters in the control grid to start you off. Enter them in the appropriate squares in the main grid, then use your knowledge of words to work out which letters should go in the missing squares. As you get the letters, fill in other squares with the same number in the main grid and control grid. Check off the list of alphabetical letters as you identify them.



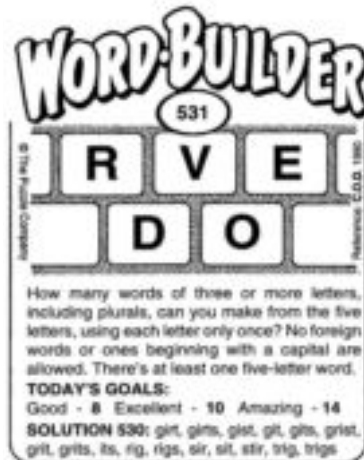
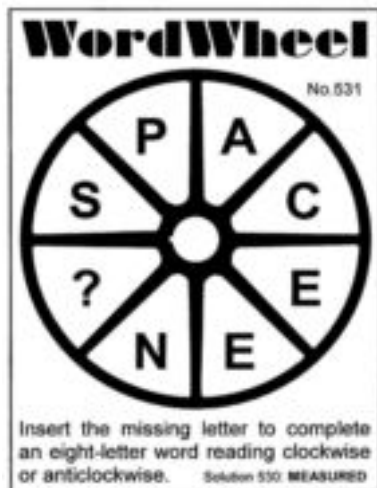
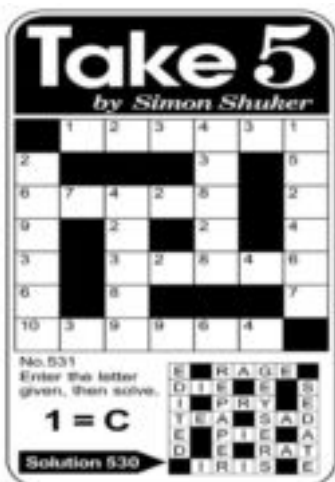
YESTERDAY'S SOLUTION



WORD-FIT



Fit the words into the grid to create a finished crossword





5:00am: Password Repeat
6:00am: AM Live
9:00am: Movie: A Royal Adventure
11:15am: The Young & The Restless
12:00pm Rhythm City
12:30pm Scandal
1:00pm: NTV at 1
1:30pm: Backstage
2:00pm: Churchill Show
3:00pm: Password
4:00pm: NTV at 4
4:15pm: Password Reloaded
5:00pm: The Beat
6:00pm: The Poor Heiress
7:00pm: NTV Jioni
7:30pm: Looks & Essence
8:30pm: #theTrend
9:00pm: NTV Weekend Edition
10:00pm #theTrend
11:30pm Movie: Ring of Fire
01:00am: CNN

TREAT OF THE DAY



THE POOR HEIRESS 6:00PM

The Poor Heiress tells the story of two rival families - the Wong and Sy clans. Diana, a simple worker, falls in love and marries into the Wong Family, giving birth to its sole heiress. Her prosperous life changes on the day her baby is abducted. Banished by the clan and abandoned by her lover Charles Wong, she comes back years after as another person seeking revenge and redemption.

TODAY'S HIGHLIGHT

LOOKS AND ESSENCE 7:30PM
#THE TREND 10:00PM



06.00 State of the Nation – Angela Angwenyi & Lorna Irungu Macharia
10.00 The Morning Combination – Sanaipei Tande & Obinna Ike Igwee
1.00 The One (news bulletin)
1.15 Music Mix
2.00 Sportsline – Sean Cardovillis
4.00 Nation Drive – Yvonne Mumbi Seraki & Tonee Ndungu
6.00 The Six (news bulletin)
6.15 Nation Drive (Cont)
8.00 Nation's Late Night – Ciru Muriuki and Anto Neo Soul



4:00 Tambira ya QFM na Selly Amutabi
6:00 Changamka na Rashid Abdalla na Munene Nyaga
10:00 Kazi Burudani na Ali Baba Kilimo
1.00 Ma afte with Mwafreeka na Jah mby
4:00 Q Drive na Aggy Owande na Ogutu wa Kimani
7:00 Rhumba Kitoko na Dokotolo Lawi
8:00 Tulizana Rhyno Kukuni
12:00 Vuka na Style na Eunice Waitheera



QTV

5:20 Uongofu
5:45 Worker's Prayer/Toleo la Asubuhi
6:30 Nasaha
6:40 Chee Live
9:00 Straight Bullet
11:00 Tumsifu

11:30 Irrational Heart
12:00 Vipasho
12:05 Irrational Heart
12:30 Tumsifu
1:00 Toleo La Mchana
1:30 Sifa
2:00 Vipasho
2:05 Malimwengu

2:30 Longa Longa
3:00 Vipasho
3:05 Longa Longa
4:00 Vipasho
4:05 Mahewa
5:05 Gozomo
6:00 Beba Beba
6:30 Taarifa Za

Magharib
7:10 Moto
8:00 Toleo La Jioni
9:00 WWE
10:00 Rumba
12:00 Ubaya
1:30 Al- Jazeera

TELEVISION

CITIZEN TV

6:00 Power Breakfast 9:00 Afrosinema/Lafuerza 12:00 Naswa 1:00 Live at 1
2:00 Afrosinema 4:00 Citizen Alasiri 4:10 Mseto East Africa 5:00 Pavitra Rishta 6:00 Forever Yours 7:00 Nipashe Wikiendi 7:45 Machachari 8:15 Mentrir Para Vivir 9:00 Citizen Weekend 10:00 What Life Took From Me 11:00 Action Time

KTN TV

5:30 Command Your Morning 6:00 Morning Express 9:00 Tendereza

10:00 Movie! 12:00 Tazama 12:30 Case Files 1:00 News Desk 1:30 Football Review 2:00 Afri-Screen 3:30 Gozomo 4:00 Mbiu ya KTN 4:10 Adventures of Jackie Khan 4:30 Dragon Riders of Back 5:00 Baseline 6:00 Deal or No Deal 7:00 KTN Leo 7:30 Just for Laughs 8:00 UNDP Sikika Show 9:00 KTN Prime/Movie 11:00 Diary 12:00 Football/CNN

K24 TV

5:00 Praiz 6:00 K24 Alfairi 10:00 Naijasinema 12:00

Al Jazeera 12:30 Alamas 1.00 K24 Newscut 1.30 Mwangaza 2.00 Arosto 3.00 Broken Vow 4.00 Mchipuko Wa Alasiri 4.10 Team Raha 5.00 Beat Box 6.00 The Playlist 7.00 K24 Wikendi 7.35 Almasi 8.05 Arosto 8.30 Mishoni 9.00 K24 Evening Edition 10.00 Movie 1.30 Al-Jazeera

KBC TV

5.00 BBC News 5.30 Gear Up 6.00 Good Morning 9.00 Lay'd Back 12.00 Afrusion 1.00 KBC Lunchtime News

1.30 Business Defined 2.00 Street Court 4.10 Club 1 6.00 Seth and Joel 6.30 Digital Kenya 7.00 Taarifa 7.30 Feature 8.00 Hypochondriac 9.00 KBC Channel 1 News 10.00 Top Mashariki 11.00 CCTV News 12.00 Lay'd Back 12.30 BBC World News
EBRU AFRICA TV
7:00 Arthur
7:30 Marsupilami 8:00 Backyard Science 8:15 Ayna 9:00 Africa This Morning 10:40 Y-Connect

CINEMA GUIDE

NAIROBI

FOX CINEPLEX-SARIT CENTRE

SCREEN I

"PENGUINS OF MADAGASACAR" (3/D)(G/E)
11AM
"THE GOOD LIE" (P/G)
1.45PM, 4PM
"HAPPY ENDING" (TBA)
6.20PM
"UNGLI" (TBA)
9PM

SCREEN II

"HUNGER GAMES: MOCKINGJAY" (P/G)
11AM, 1.45PM, 4.15PM
"HORRIBLE BOSSES 2" (TBA)
6.45PM, 9.10PM

CENTURY CINEMAX JUNCTION, NGONG ROAD

SCREEN I

"7TH DWARF " (2/D) (P/G)
12.30PM
"HORRIBLE BOSSES 2" (TBA)
2.20PM
"RECLAIM" (2D) (16)
10.30AM, 4.30PM
"INTERSTELLAR" (2D)(16)
6.30PM, 9.40PM

SCREEN II

"PENGUINS OF MADAGASACAR" (3/D)(G/E)
11.10AM, 1.10PM, 3.10PM, 5.20PM, 7.30PM
"GONE GIRL" (2D)(18)
9.40PM

SCREEN III

"GOOD LIE" (2D) P/G)
10.50AM, 3.10PM
"HORRIBLE BOSSES 2" (2D)
(TBA)
1PM, 3.10PM, 5.20PM, 7.30PM, 9.40PM

SCREEN IV

"HUNGER GAMES: MOCKINGJAY P1" (2)(16)
10.40AM, 12.50PM, 3PM, 5.10PM, 7.20PM, 9.40PM

PLANET MEDIA, PRESTIGE PLAZA, NGONG ROAD

"PENGUINS OF MADAGASACAR" (3/D)(G/E)
11.45AM, 1.30PM, 3.15PM
'HORRIBLE BOSSES 2" (18)
5PM, 7PM, 9PM
"HUNGER GAMES: MOCKINGJAY" (P/G)
11.30AM, 1.50PM, 4.10PM
"UNGLI" (TBA)
9.10PM
"HAPPY ENDING" (TBA)
6.30PM

IMAX KENYA CINEMA, NAIROBI

"INTERSTELLAR"
9:00AM , 12:00PM, 3:00PM , 6:10PM , 9:20PM, 12:30AM

PLANET MEDIA CINEMAS, NAKUMATT MEGA CITY MALL-KISUMU

SCREEN I

"PLANES 2" (G/E)
1.45PM, 3.50PM
"GUARDIANS OF THE GALAXY" (P/G)
6PM, 8.30PM

SCREEN II

"HAPPY ENDING" (16)
6.10PM
"HUNGER GAMES: MOCKINGJAY" (P/G)
3.50PM
'HORRIBLE BOSSES 2" (18)
8.45PM
"PENGUINS OF MADAGASACAR" (3/D)(G/E)
12.20PM, 2.PM

MOMBASA NYALI CINEMAX-MOMBASA

"HUNGER GAMES: MOCKINGJAY PART 1"
6.30PM
"PENGUINS OF MADAGASACAR" (3/D)(G/E)
6.45PM
"HORRIBLE BOSSES 2"
9PM
"UNGLI"
9PM

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YOUR STARS

To receive NATIONmobile horoscopes on your mobile, SMS the Star you want, eg LEO to 20667 at 10/- above normal rates.

AQUARIUS | JAN 21 - FEB 19

There are changes a foot and other people need to feel that you will work hard to combat your nervousness or unease. Although you know that nothing can remain the same forever,

PISCES | FEB 20 - MAR 20

In trying to steer an associate in the direction you feel is best, you must try not to appear dogmatic, inflexible or manipulative. A sixth sense may tell you exactly what should happen next.

ARIES | MAR 21 - APR 20

You seem to think that a loved one may be giving the upper hand in a situation that is starting to drain you emotionally. You would find that there is no need to think in terms of winning or losing

TAURUS | APR 21 - MAY 20

The fact that you suspect someone's motives or integrity is a reflection of your own insecurity. Go out of your way to show that you want to encourage an atmosphere of mutual trust and cooperation, and gain strength.

GEMINI | MAY 21 - JUNE 21

While trying to meet everybody's wishes and demands you have made matters worse than they need to be. Perhaps you should ask yourself why you think it's so wrong to work within certain boundaries.

CANCER | JUN 22 - JULY 22

You are even better than usual or putting others at their ease at the moment, but make sure that you are giving words of appreciation to work colleagues as well as friends.

LEO | JULY 23 - AUG 22

Your relationship with friends loved ones or children have improved enormously recently which makes you glow with pleasure. Let your hair down whenever you possibly can. You deserve your moment in the spotlight

VIRGO | AUG 23 - SEP 23

All your efforts to make your home move beautiful if not more blissful seems to be paying off. However you are still looking for more attention out in the world. You could be right try to tone down your opinions.

LIBRA | SEP 24 - OCT 23

Today's planetary set up doesn't necessary mean that you will be stopped from doing certain things. You may not get as much control as before which means that your fate is more dependent on other people

SCORPIO | OCT 24 - NOV 22

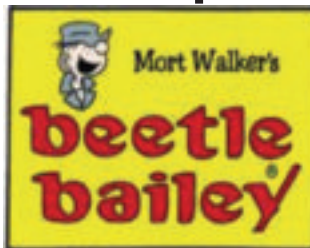
Despite having to cope with various problems there is no reason for you to sit idle or miss out on life. Infact the likelihood is that someone will ask you to part in some things.

SAGITTARIUS | NOV 23 - DEC 21

The stars today are in your area devoted to property matters home and all of your loved ones. In at least one area there is likely to be a new beginning which makes everybody seem more buoyant

CAPRICORN | DEC 22 - JAN 20

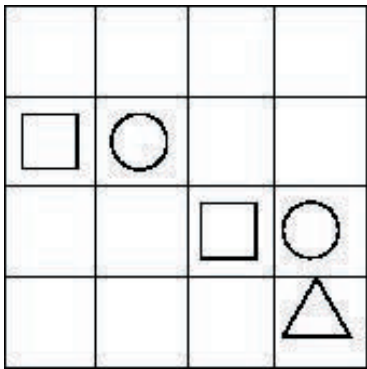
Capricorns often have a desperate need to seek attention a recognition at the moment though there is a good reason for this. Hopefully, you will seize an opportunity that comes your way now during the weekend.



COLOUR ME



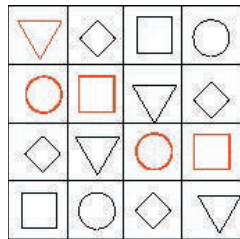
SIMPLE SUDOKU - 4 BY 4 SYMBOLS



Fill in all the squares in the grid so that each row, column and each of the four 2x2 squares contain the symbols ○, ◇, □, △

1) The symbols ○, ◇, □, △ should appear only once in each row and in each column.

2) Each symbol ○, ◇, □, △ should appear only once within each 2x2 square



SOLUTION



BOOKS

TITLE: Matumaini School

AUTHOR: PLO Lumumba, Rebecca Nandwa, Pius Kidombo

PUBLISHER: Longhorn Publishers



For about a week, Matumaini School appeared on Tangaza and Mzalendo Television Stations. Viewers marveled at the classrooms, dormitories, dining rooms, kitchen, dispensary and play grounds.

The area chief thought Matumaini School would help his children pass national examinations. He went to the school and talked to Mr Shine.

"I would like my children to join your school," the chief said. His name was Pepe Manamba, but people called him Mr Terror.

This was because he spread fear wherever he went. He barked at people instead of talking to them. He often punished those who did not obey his orders, whether they were guilty or not.

"Matumaini is for the poor and orphaned. You are not poor and your children are not orphans," Mr Shine answered him.

The chief got annoyed. "Don't you know that I am the area chief? You must do as I tell you," he stood up and shouted. He was breathing fire.

CONTINUES ON MONDAY

VOCABULARY TEST

For every word in **bold**, there are four options. Circle the word that has the same meaning as the word in **bold**

1. Female

- a) Womanly
- b) Manly
- c) Gender
- d) Girlish

2. Male

- a) Mail
- b) Ruffian
- c) Gentleman
- d) Footballer

3. Mob

- a) Justice
- b) Crowd
- c) Mop
- d) Bomb

4. Organise

- a) Wardrobe
- b) Compromise
- c) Meeting
- d) Arrange

5. Broad

- a) Wide
- b) Brood
- c) Load
- d) Long

6. Fair

- a) Skin
- b) Pale
- c) Fairly
- d) White

SHARON GICHERU

Answers
1.a 2.c 3.b 4.d 5.a 6.b

MARVIN





PEOPLE: MIKEL AMEEN THE WORLD CHANGER P. 3

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DAILY NATION FREE WITH YOUR DAILY NATION. ISSUE NO. 309 November 28, 2014

**Walking
down
memory
lane**

ROCKER, P. 8



**A crowd-
funded
tablet**

TECHNOBYTE P. 10

Dan Mwangi often takes off his suit and puts on a
hoody, effortlessly switching from business news
journalist to spoken word artiste

TWO SIDES OF THE SAME COIN

P.6



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BE FAMOUS.

people »



BE FAMOUS. daily NATION November 28, 2014

PHILO Let's talk about that evil look all mothers know how to giveP7

CATCH THE ACTION » Where the party @

QUEEN MASHIE FAREWELL SHOW

The Queen Mashie Farewell Show to also double up as a Godo video launch show will be held this evening at the Tree House at Museum Hill in Nairobi. She will be backed by Juma Tutu and Afro Simba Band. Host is MC Nafsi Huru. Entry is Sh700. Show starts at 7pm.

WHISKEY PICNIC KENYA

The Cedars Restaurant in Hurlingham in Nairobi will tomorrow host the Whiskey Picnic Kenya. It is about reclaiming whiskey from secretive societies. Event starts at 12pm and ends at 7pm. Entry is Sh5,000.

RAMOGI NIGHT AT THE CARNIVORE

The Carnivore Restaurant in Nairobi this evening hosts Ramogi Night. It will be an opportunity for revellers to sample the best of Luo music and cuisine. Among the artistes to perform are Lady Maureen and Dola Kabarry. Show runs from 7pm till dawn. Entry is Sh500.

TANDAWAZI - THE WRAP PARTY

The Tree House at Museum Hill in Nairobi will tomorrow be the venue of the Tandawazi Wrap Party. It will feature Sarabi, DJs Blinky Bill and Sean Ross. Revellers will get a free drink upon entry if wearing a Tandawazi T-Shirt. Entry is Sh1,000.

REGGAE PARTY WITH KING LION SOUNDS this evening at the New Ravers Lounge off Duruma Road in Nairobi. The show will feature DJ King Tubbs and Papa Chally. Meanwhile, it's Vintage reggae every Wednesday, Saturday and Sunday

NAX FUN BOX IN NAKURU

Nax Fun Box will be held on Sunday, November 30, at Menengai High School in Nakuru. It will be the first ever outdoor retail extravaganza in the town. It is focused on promoting up-and-coming SMEs and local talent, hosting more than 50 exhibitors. It ties in with fashion, live music, DJ entertainment, a food court and kids' entertainment.

with King Lions at Nairobi's Club Monte Carlo on Accra Road. Jammin Thursdays at Itals Pub in Pangani, Nairobi.

BIGSHIP REGGAE NIGHT

Maumau Sounds and Team Reggae present Bigship Reggae Night this Saturday at Club Wallet, Tom Mboya Street, Interfina Building, 3rd Floor, from 7pm till dawn. Come party with us every Saturday. Enjoy reggae music at a higher level.

TEKELEZO GONDA ZIKI BAND IN VOI

Veteran Sammy Mwambi Mkali and his

Tekelezo Gonda Ziki band on stage with Swahili and rumba oldies every Friday and Saturday at the Vuria Standard, Kariokor, in Voi town. Other members of the group include Hamisi Mwiri, Frank Alele and John Nyangara..

RUMBA AND BENGAL AT COURTYARD, NAKURU

Nakuru's recently refurbished Courtyard Club in the central business district will this weekend host Benga and Rumba Nites and Children's Fun day on Sunday. Patrons can also sample the best of African cuisine.

THE GODOWN GIG

The Godown Gig is set for tomorrow evening at the Godown Centre in Nairobi's Industrial Area. Those to perform are Yunasi Band, Anyango (Eriko Mukoyama) and Olith Ratego. Show starts at 2.30pm and ends at 8pm. Entry is free.

BILENGE MUSICA AT DREAM VILLAGE

The new-look Bilinge Musica du Congo led by Darze Kalend will stage Rumba Classic shows from tonight to Sunday at the Dream Village Restaurant in Nairobi's South B. Also lined up is a rumba dancing contest. Shows start at 7pm

TAPAS CIELO, MOMBASA this evening welcomes you to a vibrant Style that Gives Business Lunch a new meaning. special reservations available. Open From 12 pm to 4.30am. Evening From 6pm - Featuring 'Johnnie Walker' night Parties. Special guest Lady VJ Sashy, The resident DJs Addams & Kezz - With the finest music & video mix, keeping it locked untill dawn. Entry is free. And on Saturdays, great offers on lunch, coffee, cocktails. Live sport on Multi-HD screens from 12pm till evening.

MARKETERS' NIGHT OUT

The final 2014 Markets Nite will be held this evening at the KICC in Nairobi. The Keyspeaker will be Franck Zanu Adjisegbe, chief inspirational speaker, trainer, and life coach at Zanu. Event starts at 6.30pm. Entry is Sh5,000.

FORTY THIEVES DIANI presents beach tennis tournament on December 12. Categories (2 per team) will include juniors, ladies, men, mixed. Registration will be on the same day from 9am to 10am. Charges: juniors Sh400, adults Sh600. Beach tennis rackets will be provided by Sand and Sea Watersport.

SKYLUX SPORTS PUB AND GRILL, MTWAPA

presents Mbuzi Fiesta tomorrow hosted by DJ Mr Vice and Easy Mike. Entry is free. Party starts at 6pm and runs till late.

THE BEST OF REGGAE EVERY SUNDAY The best of reggae, roots and dance is happening this and every Sunday at the newly refurbished The Shadows (formerly Red Carpet, Ngara). The legendary DJ Ken and the Cascades DJs host the party till dawn. Entry free

RUMBA PARTY AT

HARRY'S TAVERN UMOJA

Listen to the best of Rumba every day at Harry's Tavern located at the junction of Spine/Manyanga in Nairobi's Umoja II Estate featuring DJ Musa. On Fridays it is happy Hour at the same spot.

JAZZ TUESDAYS AT THE BALCONY

Jazz enthusiasts in Nairobi can team up every Tuesday for Jazz at The Balcony at the Villa Rosa Kempinski in Nairobi with jazz musician Hellon and the Jether Band. Shows start at 7pm.

SHEBA LOUNGE MOMBASA presents Karaoke on Sunday, come sing your heart out. On Mondays, it is salsa night, Tuesday get entertained by the legendary Mombasa Roots Band while enjoying an array of Ethiopian food from the menu.

KECO AFRO SOUNDS BAND SHOWS

Rumba songbird Princess Eve Namulanda and her group, Keco Afro Sounds, will tomorrow evening perform at Quills Lounge in Kayole estate, Nairobi. Every Thursday the same group performs at Infinity Lounge at Nyayo Embakasi in Nairobi. Both shows start at 7pm.

ELDORET WHITE DINNER PARTY

Potters House Academy will tomorrow host the Eldoret White Dinner Party. Its an white-themed social dinner party which comprises a three-course dinner, drinks and entertainment on Nyerere Road, Elgon View, in Eldoret town. Event starts at 6pm. Cover charge is Sh3,000.

SIGNATURE CLUB IN ELDORET

Signature Club on Oloo Street in Eldoret Town tonight hosts Eazy Fridei. Also lined up are Saturday Express and Dancehall Reggae Sunday. On Tuesdays it's Karaoke Nights, with Campus Night on Wednesdays and Rhumba Night on Thursdays.

NAIROBI CHILDREN'S ORCHESTRA

The Nairobi Children's Orchestra performs every

A CÎROC LIFE POOL PARTY
The Tribe Hotel in Nairobi will on December 13 host the Ciroc Life Pool Party. Sponsored by Ciroc Ultra-Premium Vodka it official launch of #Ciroclife parties" series. Revellers will also be entertained by DJs Cortega, Joe Mfalme amongst others. Entrance Sh80,000 (VIP Tickets for a table of 10), Sh4,000 (regular Tickets). Event starts at 2pm.

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and the newest gadgets

#WorldChanger: In a world where music is not as inspiring as it used to be, Mikel hopes that through his art, he can inspire global change, inspire people to be vocal about things that are not necessarily expressed or talked about through music — Mikel Ameen

CHEVROLET'S FOOTBALL NIGHT



ABOVE: Fans, (L-R) Martin Biwott, Sally, Alexious Mutai and Ken Mutai get ready to support their team at Viva Lounge during special screening of the Manchester United vs Arsenal last weekend. The event was hosted by auto firm General Motors EA. Manchester won three away points following a 2-1 win to Arsenal

PHOTOS: COURTESY

ABOVE: Siameto Ali (L) and Eric Ochieng (R) give their salute.
BELOW: Maina Kageni and Gidi Gidi remain die-hard Manchester United fans and the ladies Jackie Kimani (L) and Cynthia Kimani (R) were not left behind.



TAKE 10

MIKEL AMEEN GETS FAMILIER WITH KENYA

Mikel Ameen (26), a rapper – and sometimes singer – from South London, made a few connections in Kenya and decided to cast a net to see what, or who, he catches. That net is Get Familyer, an open mic jam session for those with an artistic side screaming to express itself.

Mikel started Get Familyer in 2009 in South London and carried on for more than two-and-a-half years.

“We held shows every Monday,” says Mikel, who then admits that the show’s growth became a little tough, because he was growing himself as an artiste as well.

Get Familyer is about establishing an event and a place where people can go “feel connections” with other similar-minded people, a place where they can express themselves, says Mikel.

But why Kenya?

“I had a few connections [in Kenya], and it’s really about the atmosphere and the people,” he intimates. The connections he himself has include Mwafrika, well known among Kenyan rappers and popular in the media, as well as Just A Band frontman and TED Fellow, Blinky Bill.

Mikel hopes that all sorts of artistically talented people show up to Get Familyer: rappers, singers, spoken word artistes, instrumentalists, the works. But there is more to it than talent.

“You attract who you are,” says Mikel, who is from South London, a part of the city he says is rich in Caribbean culture, but also notorious for something else.

“Where I come from – Brixton – is a place notorious for violence, but none of the events we staged were violent. The kinds of people who came to our events were intellectual, great artistes.”

Those, continues

Mikel, are the kinds he is looking to attract, not just here, but everywhere he goes. Even though this is the first time he is hosting Get Familyer in Kenya, and in Africa, he hopes to get as many people to attend and express themselves, once or twice a month.

In a world where music is not as inspiring as it used to be, Mikel hopes that through his art, he can inspire global change, inspire people to be vocal about things that are not necessarily expressed or talked about through music. His latest single, *Martina Luther Queen*, is an inspiring song that celebrates women, their achievements and innate qualities.

“Music today isn’t necessarily inspiring; it doesn’t celebrate women,” explains Mikel, “Most of it is derogatory, degrading rather than empowering...*Martina Luther Queen* combats that.”

Citing the #MyDressMyChoice campaign, he concurs that women are not treated right, “they are not put on a platform” or like people who “should be respected and honoured”. A member of a collective called World Changers, Mikel, through his music, intends to bring about massive changes in things we consider little, such as the right of a woman to wear what she wants.

Mikel is the son of immigrants from the Caribbean (Saint Vincent and Jamaica). They settled in Brixton, South London, where growing up, Mikel was exposed to all sorts of music; soca, reggae, zouk, soul, pop and hip hop. His father was a vocalist and his mother was an avid music fan, creating the perfect environment for Mikel to appreciate, and later, immerse himself in music.

Mikel is in Kenya for only a week longer after the Get Familyer Open Mic session tomorrow. However, he intends to return and admits that he loves Kenya already.

Check out Mikel’s videos for *Martina Luther Queen* and more, on his channel YouTube.com/mikelameen

Attend Get Familyer open mic jam session tomorrow at the Best Western Premier, Hurlingham. Show begins at 2pm and ends at, or a little after, 5pm.

Subsequent shows will be announced on their Facebook events page.

BY CAROLINE NJERI
cnjeri@ke.nationmedia.com



LORERIT IN EUIS ENIM

I received a lot of feedback from you (which I always appreciate) regarding last week's article on mob psychology. I would like to share one that stood out from Serah Wairimu:

"Thank you so much for your article - which to me is an admission that every daring dresser is always aware of the potential risk of their dressing. Most try to manage the risk by avoiding trouble spots and especially by not testing the mob. The lady who saved you was saving her 'reckless daughter'. You would do the same but in your heart you would wish she had had more sense. She went out on a limb for you - she could've been stoned. Many people want to help a stranger but we fear confronting a charged up mob.

Mobs have been uncontrollable since before Christ, during his time, and will continue to be unpredictable and uncontrollable until the end of time. The male animal craves drama, a good hunt and even a kill. Men - no matter how sophisticated - when they are in a group, turn dangerous. Look at sports rivalry. From an early age they are taught to take a stand and defend it with a passion or risk being called spineless. Why test them?

I am a mother of adult women and have always fussed over what they wear to protect them from the mob. My mother did this for me and I know that once they have daughters, they will also pass it on.

"My dress, my choice" is only within reason, where reason means within the context of your environment. We all instinctively know what our environment will tolerate so we shouldn't test it further, unless we are ready to bear the consequences. You cannot reason with a mob.

Let us not carelessly mislead our daughters and sisters that they can dress the way they like without a disclaimer that things can get nasty if boundaries are crossed. Saying men should behave is wishful thinking."

Her email resonated with me on a few fronts. Firstly, the conversation is not about what she considers decent and decides that the rest of the world must abide by. Secondly, it acknowledges that the men who strip women on the streets are buffoons and really, someone should stop them (if



CIKU'S BEEF

ciku
muiruri

they can) but clearly, she does not think it possible so she is asking ladies to exercise caution.

Thank you, rousing words but ultimately? It's the coward's cop out. Africans (Who by the way were quite happy walking around semi-nude before the missionaries landed) knew better than to try and fight for their independence. They knew that taking on the White man would mean sure death. But you know what? They fought anyway.

Liberators fighting one-party rule in this country were taking on a man who had held us in a firm, unshakable, iron grip for decades. People had been tortured and others assassinated. But you know what? They fought anyway. Wangari Maathai knew that taking on powerful developers to save our beloved Karura Forest was a lost cause in a country where corruption reigns supreme. But you know what? She fought anyway.

So yes Serah, mobs are daunting. Scary. They crave drama, even as you say, a kill. You can't reason with them and things can certainly get nasty. But if you care enough and are passionate enough to try and change things (not just about this issue, this holds true for anything you believe in), you will be verbally abused. You will be humiliated. You will probably be stripped naked (literally or figuratively). All these things might happen. But you know what? Fight anyway.

[@missciku](http://www.facebook.com/missciku)

TAKING RISQUE SHOTS IS ALWAYS RISKY

I don't exactly run an agony aunt column (mine is more of an agonised lad) for my gormless comrades, but many are the times they flood my mailbox seeking for wisdom which is in short supply these days. Last week, a mis-sive by a lass, whom we'll call Ann, caught my eye.

Judging by the way she correctly used punctuation, I deduced that Ann must be having a good head between her shoulders. Now Ann had got herself into some hot soup (metaphorically speaking, not literally). Her ex-boyfriend, frothing with vengeance, was threatening to leak nude photos of her in Whatsapp groups.

I approached Grandpa Richard, who is known far and wide for his mercurial wisdom, to offer some advice on Ann's quandary. Upon reading her email however, the sage was so flabbergasted that he was dumbstruck. By the time of going to press, my old man was yet to recover from his shock.

As a result, the views expressed in today's piece are solely mine and do not in any way reflect Grandpa Richard's opinions.

I totally understand Grandpa's reaction. In his time, they were ashamed of their carnal urges and never dared to look at anything that would whip them into a froth of seething sexual tension. Grandpa Richard didn't see a naked woman until his wedding night, and even then, it was the lights out, and purely accidental.

Flip the coin to our society today, where nude selfies are more prevalent than Al Shabaab attacks.

While Grandpa Richard's peers only

saw nude photos in Biology textbooks, comrades nowadays flaunt and strut their privates at the drop of a hat. Why the asinine trend?

Methinks a lot of people feel there's so much trust in a relationship that they decide to take their flirtations too far, oblivious of the risks. Yet others just want to look voguish, so they're like, "Jennifer Lawrence did it, so..." Another argument I can't seem to wrap my head around is one that categorises prurient photos as a branch of art.

Posing for lubricious pictures is like hanging the sword of Damocles over your head, for they will leak out some day. Your "trusted" partner or someone sinister person might upload them on the web for malicious reasons. You don't want a photo of you naked showing up every time someone googles your name, do you?

Taking raunchy pictures

is morally wrong, and goes against the sexual mores and taboos of many societies. What if you run into a family member with a photo of you in your birthday suit?

Possessing carnal nudity is an offence in Kenya, right? You might actually be incarcerated if you have sleazy snaps of yourself. I'm sure you don't want the long arm of the law touching you in unflattering places.

If you've been mulling over taking X-rated photos, banish the thought. For those of you who feel Jowal's too reserved, feel free to ignore my advice. Just remember to have fun ruining your reputation when they get leaked.

By Jowal Jones
[@JowalJones](https://twitter.com/JowalJones)
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DUMB AND DUMBER

What a lovely lesson on self-destruction. One you would never properly realise even in a class to analyse the economic and socio-political demise of Libya and Egypt. It's something only remotely akin to the ebbing of relevance of the royal family, in Western Europe at least, as a second name in the Middle East will still quickly and democratically get you an emir title faster than Rory McIlroy can keep accumulating major championships.

It really doesn't get more Arsenal than this. Nevertheless, it's become tasteless now, like the proverbial chalk in your mouth. As the sun rises from the east, the earth tilts on its 23.4 degree axis, a baby gets lashed at in Uganda and someone

watches Hamilton in Abu Dhabi as the nation loses its border integrity, so will United eternally remain Arsenal's boogie team.

All the same, both teams now stand as third-rate caricatures of their former selves, sublime in defeat and so defeatist when sublime. Making positives out of the United win would be lipsticking a pig. The situation is best exemplified by the presence of the celebrity *Dumb and Dumber* cast of Jim Carrey and Jeff Daniels on the pitch before kick-off. Little did they know they represented more the situation of the teams than the title of their movie. Considering the litany of injuries plaguing the United clinic, one feels compelled to spare the technical bench some flak, as the whole back line read like a swanky private equity/hedge fund/awyer firm from

FRANKFOOT

frank
midega

Wall Street — Blackett, McNair and Smalling.

De Gea was exemplary, admittedly, but much more could be done to Giroud's shot, not the most powerful you will see on any random premier league weekend. Putting DDG on a pedestal for his contractual heroics over the weekend is really in bad taste, promotes a parliamentary culture of excessive self-praise when work paid to be done is actually done. Really, it's like praising a priest for being able to find a verse

in the Bible.

Indisputably, Wenger has played a fundamental role in keeping Arsenal among the top clubs of Europe, but I now, finally, add my voice to the growing cacophony of "It's time to move on, Arsene." Not that my sentiments matter at the top echelons at the Emirates. His undoing, like United's, was letting established defenders in Vermaalen and Sagna walk on without a proper pipeline worked out. Wait. That sounds like something he's done to every position.

Arsenal is like insecurity in this country and Wenger is the French Ole Lenku. Both are burying their heads in the sand in remarkable fashion. Both are as passionately unwanted. But perhaps the one stellar characteristic they have in common is driving Twitter traffic, and emotions, to simmering temperatures. Arsenal fans, you spend all that money on a lovely stadium and then start leaving after 80 minutes? I don't know.

I don't think Wilshere merits the

negative press from Arsenal fans. He was playing as mandated, even instructed, by the technical bench; get into the box, shoot from just inside the box. He may randomly suffer from the effects of cigarette withdrawal, but in the end it really was just a complete defensive meltdown by Arsenal.

Elsewhere, it's 2014, man has landed Philae, the Rosetta on a comet but FIFA still cannot get any shred of PR right. Iker Casillas, who started just two La Liga games and a total of just 22 games the whole of last season, features in the list of FIFPro World 11. His competition is Thibaut Courtois, Manuel Neuer, Gigi Buffon and Claudio Bravo, goalkeepers who actually kept the goal.

Finally, all Newcastle fans should by now be delivering biographical apologies, hymnals, and all their last-born children to seven years of Alan Pardew.

[@midegaodero](https://twitter.com/midegaodero)

The sowing of wild oats will always come back haunt you, will you run away or be will you be a man and take responsibility



DALLIANCE DIARY

ciku
kimani

This is a story about a friend who found himself in a bind. I recount the story, not to teach any lesson, but because I wonder what many men would have done had they been the ones in my friend's situation.

This friend, let's call him Father Abraham, and although the innuendo might be a little exaggerated, it is befitting. So, for some years Father Abraham was a typical man with one girlfriend. As it often happens in relationships, they had a fight and broke

up. Again, as it often happens, he soon got himself another girlfriend, perhaps to help him forget the previous one. That was his first mistake: getting it on with a girl while obviously on the rebound. He should have just gone on a holiday to some tranquil destination to clear his mind.

So yes, Father Abraham got into a relationship. This one progressed faster than the previous one because within a few months, the new girl was pregnant. Father Abraham did not mind; he had been dreaming about little feet running to open the door for him. But there was a problem: his former girlfriend wanted him back.

Call him greedy or indecisive, but he did not do what he should have done. Instead of telling her that he had a new girlfriend, who was expectant, for that matter, he took his old girlfriend back. Let's not judge him too fast because, perhaps he still loved her, perhaps he suffered a moment of weakness, nothing new there.

Fast forward a few weeks after they got back together, and she announced that she was pregnant. At this point, the rebound girl was only three months pregnant. Bless him, he took responsibility for the second pregnancy. Perhaps hoping one of them would be upset enough to leave him, he came clean to both of them. I suspect he did not want to be accused of abandoning a

FATHER ABRAHAM AND HIS TWO SONS



pregnant girlfriend. Some people would call him a coward, others would call him a real man. Yet others might even go Biblical and say he had the wisdom of Solomon.

Neither of the women was mad enough to leave him. Father Abraham has had a tough two years. He is now a father of two boys, with a three-month age difference, from two different women. The women are trying their best to please him, but there ends the excitement. Just as they are competing for his love, so are they competing about who lives in the better neighborhood, who has the better cooker, leather seats, who has better insurance. Needless to say, his pockets are feeling the effect. He is a pampered man who has to work twice as hard to maintain two homes.

The two children are now a year old. The last time I saw him, I got a little nosy, now that I know he considers himself to be having two wives. I say good for him; at least he treats them the same. He wants to make it official, meaning he wants to pay dowry for both of them – I say good luck to him as he decides which one to pay for first, how much bridewealth he will fork out for each. Please spare a thought for him as he deals with the relatives of the two women, since I do not see either side being nice to him.

He is a case study. He is not the only one, I am sure, to ever find himself in such a situation, but he chose to do the right thing; he took responsibility, knowing very well it could drive him to some lunatic house. As for the financial repercussions, I suppose a lot of men can afford two women, but he might need to give them a budget because at the rate they are going, there might not be finances in the future.

All the best, Father Abraham.

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Number 8: As a spoken word artist, Number 8 has had the curtain raised for Grammy award winning artists like Busta Rhymes, Truth, Lacrae, Show Baraka. He has toured the country as a key component of the Gospel Concert Tour alongside Zidi and Adawnay. He has also starred in a movie, *Benta*, and written the

TWO SIDES OF THE SAME COIN

He may seem a bit straightlaced thanks to his professional demeanour on screen but, behind the conservative suit, is a super poet waiting to burst out, **writes BONIFACE NYAGA**

The trajectory of his career has taken various unexpected twists, veered off script and landed him exactly where he needed to be. Dan Mwangi is a business journalist on NTV, but when he sheds off his suit, he is Number 8, the spoken word artist who occasionally writes scripts.

He says: "I didn't want to be on screen, I was comfortable behind the camera, but when I joined NTV my bosses had a different idea. I didn't like business news either, but for some reason, it seems to have liked me."

Life has a way of nudging you in the right direction. He pursued a bachelor of arts in business and economics at Kenyatta University but his journey has veered off course ever since. He never considered himself a rapper or a poet, yet he released a spoken word album and has performed on all the major platforms

Dan Mwangi
as Number
8 PHOTO |
COURTESY

8 has
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for TV dramas; *Guy Centre*, in which he was also a lyricist,
Wash and Set, which he also directed and produced.

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I DIDN'T CONSIDER MYSELF A POET. POETRY WAS THAT THING WE LEARNT IN SCHOOL WRITTEN BY SOME GUYS WHO DIED A LONG TIME AGO. I WAS JUST WRITING WHATEVER CAME TO MY MIND" - DAN MWANGI



in Nairobi. He never dreamt of becoming an anchor, yet he graces the screens as Kenya's leading business anchor. After securing a top spot in all his pursuits, he now straddles the delicate balance between suits and jeans.

"Sometimes I'll be doing a show and people will introduce me as No 8, the business anchor on NTV," he explains. "At other times, I'll be invited to MC as Dan Mwangi in a corporate event and I'll drop some spoken word as Number 8."

A baby-faced version of Dan can be seen rapping on verse one of Mission Driven's 2006 video, *Save me Saviour*, with bling bling and cornrows to go with it. Initially, he joined the group as a dancer because he didn't think he could rap, but after a while he memorised the rap sections of fellow members and performed them when they were absent. With time he realised he could also rap and began to play a bigger role in the group. He narrates.

"We were doing a photo shoot for the group and we decided that everyone needed an individual stage name. They asked me mine and I said the first thing that came to my mind, Number 8. I really didn't realise how symbolic the name was at first, but over the years, it has taken a deeper meaning."

After rapping with the group for a while, he realised that some of his lyrics were not flowing to the beat and he preferred to sacrifice rhythm for content. So he discarded the track and just did his pieces, and to his amazement, people started telling him, his poetry was good.

"I didn't consider myself a poet. Poetry was that thing we learnt in school written by some guys who died a long time ago. I was just writing whatever came to my mind," he admits. "The first piece was inspired by a girl whom I was into. It was a confession of my love and a sad realisation that



we couldn't be together.

I started performing the pieces and people started telling me my spoken word was good. I didn't know what spoken was, so I googled it and started taking it seriously."

His first major gig was Kwani open mic, a platform that has seen many more established artistes grace the stage. During his performance, he was so afraid of a bad reception, he did both of his pieces back to back, so the crowd wouldn't get the chance to boo him. To his amazement, they totally loved it, and when he was through they demanded an "encore. Im-

pressed by his flow and punch lines, Kwani invited him for yet another major event, Wapi.

"My content is very scriptural, I didn't expect to connect with a mainstream audience," he admits. "But art has a way of crossing barriers, that's why I use it to express my faith."

As a spoken word artist, Number 8 has curtain raised for Grammy award winning artistes like DA Truth, Lacrae, Show Baraka. He has toured the country as a key component of ZIADA Gospel Concert Tour alongside Zidi and Adawnage. He has also starred in a movie, *Benta*, and written the scripts for TV dramas; *Guy Centre*, in which he was also a lyricist, *Wash and Set*, which he also directed and produced.

He says: "My art forms are centred around my purpose. If you don't remember me, remember what I said. I speak about my faith in a practical way and give hope to a hopeless generation."

All suited up

He made his corporate debut after impressing several CEOs with his spoken word presentation. He was invited to undergo some co-operate training on communication and eventually secured a position in NMG's mentorship programme Media Lab, in 2010. The programme picks University students from all over the country for a nine-month, hands-on training that covers all forms of media.

"I had a real interest in production, having had some experience with *Guy Center*, but I kept getting business assignments in Media Lab," he narrates. "My end game was to write newspaper features, especially human interest stories that affect ordinary people."

When he finished his time in the media lab, he was assigned to NTV where reporters are put on the business desk the first month, current affairs the second and features the third.

"I came in at a time when the business desk was being revamped and the managers felt I was a good fit. Business was not my first choice but it worked perfectly for me because business reporters get off days over the weekend; Dan Mwangi kept his day job and Number 8 could still do gigs over the weekend." In an attempt to give back to society, Dan has mentored several poets and public speakers and begun several initiatives in the media fraternity. He mentored 24-year-old speech writer Julie Wang'ombe, the young poet made headlines in 2013 after writing President Uhuru's acceptance speech. He also initiated the poetry club at Maseno University to encourage young poets to explore their talents. Over the years, he has also established an inter-media Christian fellowship that networks practitioners from across media houses.

He has taken to his role like a fish in water, it comes so naturally to him, he actually doesn't realise just how big he is. Most importantly, he has discovered the unexpected talents within that have made him a household name. We often think that the key to life is to follow a designated script assigned to us by the powers that be, that's why most people die at 25, but get buried at 75. Yet the truth, as Dan has realised, is quite the contrary; we just wake up everyday and make it up as we go along.

PHILIP@ZUQKA.COM SAYS:



THAT LOOKS ALL MUMS HAVE

I will go out on a limb here and say that all Kenyan mothers have a look that they give their kids that strikes the fear of God in them. She knows she cannot whip you at a friend's house but the look she will give you will be enough to make you start crying.

I know that kids would most probably go out with their dads than their mothers because they know they can get away with anything. Look at a supermarket the difference between a father and a mother.

Every guy knows that if you out with a child and he/she starts crying, people will think you are some psycho who has abducted a child and they might call the cops on you.

Children know that as well. All a kid needs to do to get their way is threaten to cry and the father will hand them whatever they need. No, mummy, don't cry, here, have this Range Rover. You want to smoke, here, I will even buy you a lighter just don't cry and don't be seen smoking.

My sister always tells me how the child comes back full after an outing with the father. She comes back holding things that she forgot exists. Like Nyamabites or Chevadas.

Men don't know how to negotiate with a baby in public. He might want to whoop the black off the child's skin but he knows there will be consequences like mob justice.

Not mothers. No. They are probably the most adored and loved dictators the world over. They will beat a child at a supermarket and still get the kid to carry the shopping. You know it was a good beating when your mother had to take some time off to readjust her wig or clothes.

I know my mother used to pause in between to catch her breath and that usually gave me time to either run away for two hours or brace for the next round. I could never afford to

run away from home though, not with my getting hungry every 45 minutes.

My mother knew that if I was not back in two hours, I was either completely lost or eating at the neighbour's house and that used to attract a biblical beating. She would beat the food out of me. When she was done, she was 100 per cent sure that my body had used up all the "foreign" in my system. He beatings were a real workout for me.

But sometimes mothers know they can't beat the kid in public so they result to giving the "evil eye". We all know that eye, you kept looking out for it but it still caught you by surprise.

I was at a wedding last weekend and there was this kid in church that was super hyper, if he wasn't jumping on the pews, he was under it and stepping on people. Just being a boy. All was well until he turned and met his mother's

eye. That poor child was back to "factory settings" in under two seconds and before a minute was over, he was asleep. I want to believe he was praying for his backside to have the strength to take the punishment that was promised.

It took me back to my childhood and I felt for the kid. The

look meant that you were on her most "Wanted" list and your punishment would be meted out immediately you got home.

So, Kenyan mothers, where do you learn this "look" and how do you perfect? Is it something that comes naturally or you learn at the Kenyan Mother's Union? No, I don't want to know, I will never be a mother you know.

@Mwanikih



Memoirs of an old rocker

ROCKER

Issa khalid

The year was 2010. Kenyan rock music was standing on the edge of a revolution, the kind that would change the topography of the genre forever. New bands cropped up, playing some incredible new music. A band such as the immortalised Lust of a Dying Breed comes to mind. Older, more experienced bands put out new extended plays such as In Oath's *Dissociated Identity* and later, *Absence of Light* with Vyom Chakra.

The gigs, you ask? They were incredible. Even before the shows began, queues of eager fans would be lining up, collectively singing along to their favourite bands and causing a fracas outside venues. Car parks would be filled with people skateboarding or having beers and photo ops with their preferred band members before the shows began.

And the performances? Outstanding is how I would describe them. Bands literally brought the house down. People would sing, dance, go crazy, pass out, and then start all over again before the nights ended and the crowds dispersed. Bands could play for a crowd of 100 and enjoy the stage as if they were playing at the Sydney Opera House in Australia before an auditorium of millions. You could find kids in black attire marching into town late at night without a care in the world. That was when rock music in Kenya meant something.

It's a very different ball game now. Many promoters don't want to host shows. Why? Simply because of the money factor and the reason that it's not profitable to host rock shows when other genres can earn almost four times the amount per night. This creates a miserable reality for Kenyan rock music, which is lack of exposure. Bands have slowly become reclusive, such that they are not producing new music. A quick visit to most of our local bands' so-

cial media sites will show you how bad this has become. The last form of activity on these pages being from months ago promising a new album to no fruition.

What happened to the good old days when people would rave? The days when we would all go out to shows just to have a good time and not to critique the class of a band's piece on stage? When we would encourage each other and not rant about how bad the guitar player was. Like that famous Battle of the Bands in 2010, when all the bands were so good, they couldn't give a prize to just one band; they had to call a tie and no one complained? When the music, not recognition, mattered?

People I've asked this question say, "Well, people got old and got jobs."

No. That's not true at all. What's true is the fact that we didn't give the local rock scene the support it needed to grow. People stopped going to shows and gave up on the music.

This is a call to all of you old rockers, like me, who miss our older, more vibrant scene. Come out to these younger bands' shows and show them some support. Older bands come out and mentor the younger ones. Make music. Help revive our local rock and roll scene for the future generations. Let's start this revolution.

By Issa Khalid
@Issa_Khalid

TAKE 10

JUMA TUTU: DON'T CALL IT A COMEBACK

Juma Tutu first hit in 2005 with his fan favourite Nakupenda Kama Sukari. Band now he is back J rearing to go. Raised in a community that loves and celebrates with music, Juma promises to give us the best of his new music, his voice and his other favourite instrument, the Saxophone, at the Safaricom International Jazz Festival on December 5, 2014.

1. You are the only Kenyan Artist picked to headline the Safaricom International Jazz Festival this year, alongside South Africa's Jimmy Dludlu. How does it feel?

It's a great opportunity that Safaricom has given me. I went and auditioned with many others and came out on top. So it has made me really believe in myself even more and I know it will open many more doors for me. They were looking for the best. They chose me.

2. Is headlining a concert outside of Kenya something you've wanted to do for a long time?

Definitely! The only other place I have headlined is Uganda, during a Kenya Night, and I've also played at Sauti za Busara. But headlining an international show like this one outside of the country is something I really look forward to.

3. How many shows do you get in a month?

Well, I used to have gigs all the time, but back then I was doing covers. When three years ago, I stopped doing covers and decided to concentrate on writing my own music, tightening the skills I already possessed, the gigs lessened. Right now, I have a regular show at the Windsor Hotel, plus I have others I do on the side. So I have at least one show a week.

4. Your most popular song – Nakupenda kama sukari – will you be performing that next weekend?

It's on stand-by but it's not in the programme. I have new songs which I think are better that I would like to perform. And because I have just about half an hour to give it my all, I'll perform four of my new songs, and just maximise on the opportunity I've gotten to show people what I've got. My strength is in rhythm and that's where I'll get [the audience].

5. Can you give us the name of at least one of the new tracks you'll be singing?

Makande is one of the tracks I'll be performing, and it is also the name of my childhood neighbourhood. The song is about my hood and how it was growing up.

6. Are you finally rich and do you still earn from that very famous Sukari song?

The rate of fame

I have received is not congruent with the amount of revenue I have received from that song. I can't say I have benefitted much from it, but now, with the Safaricom Jazz festival, I think I might finally get what I deserve from Sukari. In fact, I'm in talks with KBC who have been using my track for a weekly programme but haven't been paying for it. But the song is still there, it's not going anywhere. I think now is the right time.

7. You are registered with MCSK. What do you think about them?

They need to get serious. The money they collect is enough to pay all the artistes. I, for example, have been registered with them for eight years, but when I went to check with them, they said that they only had my records from three years ago. Any royalties collected before three years ago are lost. I have issues with them too. You can imagine, a song like Nakupenda Kama Sukari came out in 2005. That's a lot of revenue lost. MCSK is very disorganized, their management need to put their house in order. And I, through this music, want to bring change.

8. Are you signed to any recording house, if not are you ready to do it now?

No. I've been very careful. All this time I have been 'away', I have been perfecting my music, my sound. And I believe that we can find the best quality in Kenya, so right now, I am open to signing with a recording house. I do live recording, not sequencing, so I have to find a studio that can do live recording, very well. So far, I've identified three recording houses — Ketebul, Sound Africa and Samawati — all of which I know are very good at what they do.

9. Do you feel there is hope for your kind of music?

I've been listening to it since I was a child; the likes of Franco (Congo), Fela Kuti (Nigeria), Manu Dibango (Cameroon) and Hugh Masekela (South Africa). These people set the standards in their own countries and in Africa as well. I've looked all over Kenya and found that we don't have anyone we can equate to these Jazz greats. Therefore, I want to be that person for Kenya, a jazz artiste that people can look up to and say "that's our Fela Kuti or our Hugh Masekela". So yes, there is hope for afro jazz.

10. Have any last words to the people?

Yes. There was a time people were asking and wondering whether I had left the game completely. There answer is no. I have been working to make things perfect, building my brand. Now I'm back, and I'm with it.

EVENT NOTE: Juma Tutu and the Swahili Jazz band will be curtain-raising for Jimmy Dludlu on Friday, December 5, at the Kasarani Indoor Arena. Tickets are Sh1,000 in advance (at select Safaricom Shops, Galleria, Sarit Centre, TRM, Village Market, Nakumatt Mega, Junction and I&M) and Sh1500 at the gate.

BY CAROLINE NJERI
cnjeri@ke.nationmedia.com



I hate going into town. You realise the incongruity behind that statement when you consider that once upon a time, living it up in the big city defined all of my dreams. I would spend hours on end fantasising about one day sitting in a corner office located on the highest floor of the most fabulous building in town and living the good life as I looked down my nose at the commoners below. I know, pretty obnoxious dreams.

These days, things are different. The city is different. No longer does it sparkle and shine like the metropolis of my dreams. No longer do I think about it with stars in my eyes like the quintessential manga girl. In fact, most days when I am through with whatever business I had there, I end up leaving with either a migraine or a bitter memory. Sometimes I leave with both. And unlike my childhood when existential crises happened as I sat at a desk staring out of the window at the bleakness outside, these days those crises come to me as I sit in the bus leaving town. It is sad to think that what was once a novel ideal has now become an underwhelming part of my reality.

Shouldering my way through crowded streets, I often find myself ticking off the things about the central business district that I have come to despise. The narrowness of some of the lanes. The traffic lights that, judging from the way



SEARCHING FOR HOME – AND A WAY

THEY SAY THAT HOME IS WHERE THE HEART IS. I SUPPOSE THEN, THAT RIGHT NOW MY HEART IS HURLING ALL OVER THE PLACE, LOOKING FOR SOMEWHERE TO LAND.... ”

pedestrians and drivers ignore them, seem to be there only for show. The high-as-a-kite garbage collector who picks me as the random recipient of his even more random slap. That thing that happens when I am walking and it hits me that I desperately need the bathroom, only to realise to my utter dismay that there is no loo in sight! To be fair, though, that last one is probably less of the city's fault and more of mine and my traitorous bladder's.

However, all this is not reason enough for my unrest. Well, not exactly.

The thing that really eats away at me about town is the anonymity of it all. The feeling of being a face among the many faces.

Sure, I still enjoy watching people from my window seat on the bus, but these days the activity that once got me excited makes me a bit depressed. One moment I am looking at a group of rowdy touts play fighting, the next, I need a hug. Something niggles me at the back of my mind — an idea. Domesticity? Home? Whatever the case, something I am yet to find.

They say that home is where the heart is. I suppose then, that right now my heart is

hurling all over the place, looking for somewhere to land. These sentiments hit me most intensely when I visit my sister at her home. Events proceed as planned as we do all those sisterly things like baking, gossiping, laughing over secret jokes, and watching shows we would never watch with other people. However, in between those golden moments intrude other darker thoughts. The ones that remind me my time there is almost up, and I will soon have to continue with my own journey. And like those burnt-orange evenings when I am busy navigating my way through a crowded Moi Avenue, I see myself for what I really am. An interloper; not quite belonging, not quite “there” yet.

So the city has become a bore, my wanderlust has ebbed, my ambitions are transforming, and I have no idea what to do about any of it. What I do wonder is how it will feel once I arrive at that indefinable point I am searching for. Will it wash over me like the waters of a calm sea, or will it sweep me away like a raging river?

Lyrics from Michael Buble's song, *Home*, float into my head.

“Maybe surrounded by a million people I, still feel all alone. I just wanna go home...”

As it turns out, the city is not what I thought it would be. Thus, the odyssey continues.

By Nadia Darwesh,
facebook.com/Nadiathewritergirl

The Next Big Thing

4TH EDITION

“ WILL YOU BE THE NEXT BIG THING ”

Samson Gichia
Owner - Cobitech

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*Closing date is on the 28th of November 2014





JOLLA TABLET: The Jolla tablet is not to be regarded as a mix and match of Chinese technology with a modified OS. The tablet is being built from the ground up and not in the traditional textbook sense.

TECHNO BYTE >> WITH KIUMBUKU MUCHUKU

JOLLA CROWD-FUNDS A TABLET

Here is a reality that many pundits are in denial about. The Android/iOS/Windows/BlackBerry war has become extremely stale. While Android and iOS lead the pack, they do not have anything unique to offer over their immediate rivals that can be considered ground breaking. But the war has dawned a new era, where smaller device

rear camera and a 2 MP front camera. The rear will record 1080p video at 60 frames per second. However, it will not be a GSM device.

There won't be LTE support either. Instead, you will have to make do with WiFi without "ac" support, or Bluetooth 4 and that's it. Keeping to its traditional European roots, the device will support GLONASS, Russia's version of GPS and well as traditional GPS. So why this specific device, and why now?

For one, it will not run a popular OS in pundits' sense of the word. Instead, it will run Sailfish OS 2.0. Sailfish OS is Linux built and this is one of the most impressive builds ever put on a device. With this build, Jolla is taking on literally anyone who makes a device that is not fixed to a table. Sailfish OS supports Android apps and that puts it right in the middle of the Android manufacturers' war.

Keeping to its Linux roots, it will also run Linux apps without needing a lot of work. This puts it on the warpath with the fabled Windows OS that is supposed to

do exactly that. manufacturers are beginning to distinguish themselves in unique scenarios. One such company is Jolla Oy, more commonly known as Jolla.

This is one of the most remarkable device manufacturers in the world.

It was founded by departing MeeGo engineers, who left when it became apparent that Nokia's mobile devices arm was a lost cause. By pooling their talent, meagre resources, and even crowd-funding, the Jolla team developed arguably one of the best devices company in the world. Their first device was the Jolla Phone, which performed exceptionally well in Eastern and Central Europe, and which it is now available through mobile operators DNA in Finland, and Elisa Eesti in Estonia, as a carrier device.

The company has a simplistic model of building and retailing devices.

They build good quality devices from the ground up and keep the costs exceptionally low by selling primarily through the Internet, and more recently, through small shops. They have gone even further and set up the Sailfish Alliance with other multinationals. Jolla represents the apple Nokia should have taken a bite out of. The said apple now has a tablet en route, and it has already broken records even before it has been finalised.

Inside, it's all Intel, with a 64-bit quad-core Intel processor running at 1.8 GHz. This will be tied to 2 GB of RAM with 32 GB of storage expandable by another 32 GB through a microSD. The 7.85 IPS LCD will support 5-finger touch while the display will spit images at a cracking 1536 x 2048, which works out to an impressive 330 pixels per inch, or thereabouts. The two cameras it will feature will be a 5 MP



TECH IN BRIEF

YAHOO AND MOZILLA IN A SEARCH DEAL

At the end of the troubled Mozilla-Google search deal comes some light at the end of the tunnel for Mozilla. Mozilla has signed a five-year search deal with Yahoo. The deal proposes to make Yahoo the default search engine on Firefox in certain markets, most notably those in the being West. While Mozilla will be free to support



other search engines in markets led by local search providers, Yahoo is now the de facto search engine. Yahoo has been forced to compromise by accepting to respect Firefox's "Do-Not-Track" fea-

ture that prevents users from being tracked by search engines to collect additional

WHATSAPP ADDS ENCRYPTION TO ITS SERVICE

With messaging companies still reeling from the massive privacy problem raised by government agencies, messaging companies have started looking to encryption to help secure customer data. WhatsApp, the Facebook-owned messaging company, has started deploying end-to-end encryption for its mes-



sages. WhatsApp has turned to TextSecure by OpenWhisper to help provide unique message-by-message encryption.

The technology will encrypt each message uniquely, meaning that if one message is decrypted, the same methodology will not be able to decrypt a subsequent message. Encryption will be enabled by default for Android devices in what is billed to be the largest encryption deployment in the world.

ELLO COMMITS TO REMAIN AD-FREE WITH T-SHIRTS

Ello is keen on keeping its platform ad free. The social network has teamed up with Threadless to sell Ello-themed T-shirts, which will be designed by independent artists. Every two weeks, Ello and Threadless will cycle to a new design of T-shirt from a different artist. The custom, limited edition T-shirts are retailing at Sh3,150 each, though Threadless will also retail

a black or white plain Ello T-shirt for Sh1,800. Artists who design for Ello and Threadless will earn 20 percent of the net profit. Ello is using the opportunity



to generate some revenue, but more importantly, to spur brand identity.

NOKIA ANNOUNCES THE N1 TABLET

Nokia is back. After selling its mobile devices arm dubbed Lumia to Microsoft, the company is back to making hardware. Nokia is bringing the N1, an Android 5 tablet. The tablet will run on a 64 bit 2.4 GHz quad-core Intel Atom Z3580 tied to 2 GB of RAM and 32 GB of internal storage.



It will also sport a rear 8 MP camera as well as a 2 MP front facing camera. It is also the first device to feature the universal port which supports microUSB inserted any way. The 7.9 inch tablet is due in late February and will retail at Sh22,000.

MOVIE: INTO THE STORM

Rating: 5/10

Genre: Found footage disaster

Release Date: August 8, 2014

Length: 1 hour 29 minutes

Directors: Steven Quale

Main Actors:

Richard Armitage as Gary Fuller

Sarah Wayne Callies as Allison Stone

Matt Walsh as Pete Moore

Max Deacon as Donnie

There was a time when natural disaster movies were all the rage in **Hollywood**. **Dantes Peak**, **Volcano** and **Twister** were some of the biggest blockbusters of the '90s. Today, we get only one big dis-

aster movie released every five years. **Into The Storm** is the latest movie to revive the genre at the box office. In its hopes to raise the bar, the movie incorporates advanced special effects to unleash a massive tornado apocalypse on the residents of Silverton Town.

At the beginning, we are introduced to meteorologist Allison Stone and her ally, Pete Moore, who are on the verge of documenting what they believe will be the biggest storm they will ever witness. As they make predictions about where the storm will start, a group of high school students are preparing to graduate and a crew of hillbilly thrillseekers is busy trying to shoot the best YouTube video of the oncoming tornadoes. Eventually, when the

raging storm descends upon the town, it exceeds everyone's expectations and the goal changes from capturing the event on tape to surviving it.

As much as **Into the Storm** is full of edgy action and tantalising graphic material, the director and scriptwriter's contributions fail to match the magnitude of the story. From the onset, one can tell that the script was largely underdeveloped and the sub-par performance of most actors does not help hide this fact. In fact, the film would have made a better impression had most of the dialogue been cut out.

By Sam Kiranga
@spyderhand



THE GAMER: FIFA 15 AND ITS MYRIAD FLAWS

FIFA 15 is definably what we can call a good improvement from last year's annual mimicry that was FIFA 14. The game has plenty of positives, from the very life-like graphical wherewithal to the exceptional player characterisation. These facets are portrayed brilliantly. However, this silver lining doesn't come without its litany of dark clouds.

For one, the game, regardless of which console you're gaming on, whether next-gen or old school, will hang. This happens both when you start up the game and want to load a match or immediately after a match and want to move on to the home page. This is infuriating, and especially because it's one of those problems we have had to deal with right from FIFA '08.

There's also the colossal mess that is penalties. First, whenever a penalty call is awarded, there is a lack of flow between Martin Tyler saying, "Oh, that's a penalty!" and the little cut scenes where the referee is pointing to the spot and players

complaining. It's more or less an entire 15-second mêlée of lively scenes, with no voiceover. It's also palpable that the entire picture never fits the screen of your telly, especially if you play on a small screen. There are bits like the penalty shot strength bar which are constantly left to chance.

It takes so much to unlock certain unlockables during the course of an offline career. Going online and purchasing those XP packages seems like a better option. They give you the option of talking to the press in My Player Career but you never ever get to do that, so which makes you wonder why they give the alternative in the first place? The list of complaints can get pretty extensive and we feel its high time EA Sports addressed some of these issues in their next instalment.

By Issa Khalid
@Issa_Khalid



MUSIC: COME DADA

Artistes: Idd Aziz feat. Khaligraph Jones

Song: Come Dada

Rating: 6.5/10

Come Dada is a brilliant production from Wyre's record label, Lovechild Records, which enlisted the services of super producer Dillie, the brains behind Calvo Mistari's *Mwanaume ni Effort* and Nessa's *Si Ndwele*. Dillie's versatility is clearly demonstrated as he steers off the beaten path of zouk and reggaetone rhythms to remain true to Aziz's afro fusion identity. He makes expert use of sytrus plugins in his production, balancing them with conventional instruments such as the Indian sitar, warm pads and different types of strings. The rhythm section alone sounds nice and full due to the use of claps and percussion, which greatly complement Aziz's soulful vocals. Aziz is not only a great percussionist himself, but



also a good guitarist who often performs without the aid of backing tracks. His vocals on this offering bear an uncanny resemblance to those of Salif Keita, with whom he has actually worked,

incidentally. This is a fresh sound from a man who happens to be in the small elite group of recording artistes in Kenya who can actually play an instrument.

Had it not been for the video, this song

would have garnered top ratings. You see, right from the choice of fonts used in the opening titles to the ill-advised use of documentary style "split horizontal" opening effect, to the haphazard interruptions of the otherwise breathtaking sweeping camera shots, the music video is a glaring mismatch in quality vis-à-vis the audio track. Even the night scenes are full of shadows that could have been easily done away with by using a basic backlight.

But, wait! The Somali "pointee" who acts as Aziz's love interest...damn! Who is she? Somebody tell me!





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THE MANAGEMENT UNIVERSITY OF AFRICA'S INAGURAL GRADUATION CEREMONY

Promoting Transformational Management and Leadership: An African Philosophy.

University set to change Africa through transformational leadership training

Message from the Chief Guest



H.E. Erastus Mwencha
Deputy Chairperson, Africa Union

I convey my hearty congratulations to all the graduands of The Management University of Africa during this inaugural graduation.

This institution was established three years ago to offer opportunity for training of Africa in management and leadership by Africa for Africa and the World. This is a great and noble idea to have African grown and nurtured management and leadership practices that are not prescriptive but solution driven with an African perspective.

Indeed, the Management University of Africa will go a long way in transforming Africa for posterity. As the world looks at Africa as an upcoming economic giant, the University is well positioned to provide the much needed skills and knowledge for the 21st Century to drive the continent forward.

I wish to challenge the graduands to note that it is not enough to simply try and get by in life—one must strive to excel in everything you do.

The decisions you make starting today will determine what you become. You must think big, dream big and the same with everything.

I wish all the graduands the very best as they set sail for transformational career undertakings. To the Governing Council, Management, faculty and staff, keep up your excellent work in helping shape future managers and leaders at MUA.



Management University in South C

Create new paths for yourselves, Chancellor urges graduates

Message from the Chancellor



Dr. Arch. Reuben Musyoka Mutiso,
Chancellor

The Management University of Africa 2014 graduands, I salute you. Today's students occupy a very different world from the one that existed when many of us attended college. Globalization and technology continue to remake economies and transform work at an increasing pace.

The Management University of Africa seeks to find a new approach that links the research we conduct to businesses that can create products and services based upon what happens in our labs. We are going to be a stronger player in the state's overall economic development efforts. We are partners in a new approach to funding higher education based on performance rather than enrollment.

We have used performance, partnerships and value to frame our decisions and drive needed change. We have focused our work on creating access, ensuring student progress and eventual success through timely college completion. The fundamental truth of higher education is to transform lives and to prepare you to live life fully. This is the only measure by which we should judge ourselves. And by this measure, the University system is on the right path to drive access, ensure progress and increase success for our graduands. We live in exciting times and a fast changing world. Dear graduands, create new paths for yourselves.

Graduates well trained to make successful careers and create jobs

Message from the Chairman, Board of Trustees



Mr. Peter Wanyaga Muthoka,
MBS,EBS,FKIM,FKIB
Chairman, Board of Trustees

It is my great pleasure to welcome you to The Management University of Africa (MUA) as we celebrate this joyous occasion of the **Inaugural** Graduation ceremony. The choice of the graduands being presented today clearly demonstrates the University's commitment to the attainment of Kenya's Vision 2030 by presenting a mix of graduands in the areas of Management, Leadership, Governance, Ethics, Development studies among others.

Graduands, you are now at the beginning of a great race of bigger things in life, including opportunities to make careers and create jobs. Luckily, you are well equipped with skills and requisite competencies. You are now more complete in terms of knowledge which gives you power to conquer the world. The University's quest to become a world class University must be driven forward and this will only be achieved through continued excellent performance and re-energizing ourselves to new experiences and better practices of management. I wish to congratulate the pioneer graduating class of November 2014 for your achievement; however, I challenge you today to use the knowledge and skills to address and serve humanity and our country with the best interest at heart.



Students accessing both print and e-content at the library

The Management University of Africa



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THE MANAGEMENT UNIVERSITY OF AFRICA'S INAGURAL GRADUATION CEREMONY

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Show of commitment to work hard and desire to acquire knowledge

Parents, guardians, families and sponsors recognized for their support



Eng. Michael Kamau, CBS
Chairman, University Governing Council

Message from the Chairman University Governing Council

I wish to extend my sincere congratulations to the graduands. Graduation day is a special occasion in the life of every student marking the successful completion of years of study.

It is a show of commitment to work hard and a desire to acquire knowledge. The Management University of Africa strives to make a meaningful contribution to the country and the continent through education.

We believe in delivering quality graduates who are equipped to become capable, critical and ethical citizens. These qualifications should enable you to make a difference in your workplace and society at large and that we believe is the real measure of our success as a University.

As alumni and MUA ambassadors, we encourage you to make the most of your acquired skills, knowledge and competence in both your profession and community. Congratulations once again class of 2014.

Message from the Vice-Chancellor

We acknowledge and celebrate the achievements of the new graduands of the Management University of Africa. I wish to congratulate you on your tremendous achievement.

Learning and education is a partnership of mutual commitment to the pursuit of wisdom, knowledge and understanding, to the development of expertise and skills.

To be awarded a degree, from the Management University of Africa one should embrace appropriate attitude and values which entails commitment and dedication.

We also recognize and appreciate our parents, guardians, families and sponsors all of whom have contributed generously to the success of your studies which has culminated to today's graduation.

Today, however, is your day, to remember, to celebrate and cherish your years of hard work. I wish you a wonderful and joyful celebration.



Dr. Nicholas Letting
Vice Chancellor



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Promoting Transformational Management and Leadership: An African Philosophy.

The Management University of Africa's 5th Annual International Conference on Industry and Higher Education



Prof PLO Lumumba giving a speech on governance and development during the Conference



Dr Julius Kipngetch, speaks on innovation and change management at the conference

The University Library

The Management University of Africa (MUA) library was donated to the University by the Sponsor, the Kenya Institute of Management, in September 2011. The library is situated in a conducive ambience for academic inquiry and discourse. It is located in the University main Campus at South C estate, Nairobi. The library is open to the general public in the spirit of inclusion and integration. Members of the general public are particularly encouraged to use the off-campus access facilities.

The library operates a hybrid system of collection development incorporating both print and electronic resources with special focus on management, leadership, governance and entrepreneurship. In addition, it collects motivational, inspiration, leisure and entertainment literature to afford clients an alternative to academics.

Students are able to, make reservations, renew materials on loan, manage their personal library accounts, track their reading history and file enquiries online. Students' on foreign duty can write their assignments, making library access seamless whether at home or overseas. This initiative is informed by the fact that the student population comprise of working persons who may not have time to visit the Library physically and/or travel a lot on official assignments.

The library has elaborate collaborations and linkages programme with institutions and development partners such as Kenya Library and Information Services Consortium through the sponsor; Books For Africa (BFA), Books for International Goodwill (BIG) and American Friends of Kenya, among others. It also operates an outreach programme through book donations to destitute homes, schools and tertiary institutions country wide.



Academic research at the University Library.

Undergraduate Degrees

Bachelors of Management and leadership(BML)

With options:

- Administration and Management
- Human Resource Management
- Marketing Management
- Purchasing and Supplies Management

Bachelor of Arts in Developmental Studies(BDS)

With options;

- Entrepreneurship Development
- Environmental Management
- Economic Development and Project Management

Bachelor of Commerce(B.Com)

With options:

- Entrepreneurship
- Human Resource Management
- Marketing
- Accounting
- Finance
- Business Administration and Management
- Risk and Insurance Management

Post Graduate Degrees

- Doctor of Business Leadership
- Masters of Management and Leadership
- Masters of Business Administration

Executive Degrees

- Executive Masters of Business Administration

Executive Master of Science in Applied Management and Leadership

Professional Courses

- Association of Chartered Certified Accountants - ACCA
- International Computer Driving Licence - ICDL
- KASNEB Examined Courses
- Advanced Diploma In Logistics And Transport For CILT
- User Support Professional (A+) -(Technical Support)
- Network + -(Network Administration)
- Java Programming
- CCNA Routing and Switching
- Linux Administration
- Oracle Database Administration

Organization Training Courses

- Executive Capacity Development Programs
- Certified Ethics and Integrity Course
- Certified Ethics & Integrity Officer Course


Modes of study;

- 1)Regular
- 2)Evening classes
- 3)Distance Learning

For Further information contact:-
The Management University of Africa,
Popo Road, off Mombasa Road, Bellevue, South C, P.O Box 29677-00100, Nairobi, Kenya
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We stand with MUA in line with our mission **“To promote the practice of good governance and leadership through competence development of members and dissemination of knowledge and best practice to stakeholders.”**

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Digitize Masomo

SCHOOL OF EDUCATION

Diploma in the following areas of study: 1. Public Relations 2. Guidance and Counselling
3. Early Childhood Care and Education

Minimum Requirements

Mean grade of C (Plain) at KCSE or equivalent **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate in related field from a recognized institution

1) Bachelor of Library and Information Science

2) Bachelor of Science (Records Management and Information Technology)

Minimum Requirements

Mean grade of C+ (Plus) at KCSE or equivalent **OR** Mean grade of C (Plain) at KCSE or equivalent, with a Diploma in Library Science and/or Information Science or Archives Administration from a recognized institution **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution

Bachelor of Education (Early Childhood Education)

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent **OR** Mean grade of C (plain) at KCSE or equivalent with ECE Diploma from a recognized institution or P1 Certificate **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution

Bachelor of Education (Special Needs Education)

Students will specialize in any of these areas: Emotional and Behaviour Disorder, Physical and other Handicaps, Mental Retardation and Pervasive Development Disorder, Learning Disabilities.

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least C+ in one of the following subjects; English/Kiswahili, Math/Biology and any Arts subjects **OR** Mean grade of C (plain) at KCSE, or Division III at KCE or equivalent or one (1) Principal pass and one (1) Subsidiary pass at KACE and be holders of P1, S1 or Diploma in Special Education credentials from a recognized institution with at least two (2) years teaching experience after training **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution

Bachelor of Education (Arts): Geography, C.R.E, Islamic Studies, Kiswahili, History, English, Business studies, Mathematics and Literature.

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least C+ (plus) or equivalent in two subjects of career choice **OR** Mean grade of C (Plain) at KCSE or Division III at KCE or equivalent or one (1) Principal pass and one (1) Subsidiary pass at KACE and be holders of P1, S1, or Diploma in Education from a recognized institution **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution

Bachelor of Education (Science): Mathematics, Biology (Zoology, Botany), Geography, Physics, Chemistry.

NB: Two Teaching subjects and Education units are done in this degree programme.

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least C+ (plus) or equivalent in two subjects of choice **OR** Mean grade of C (Plain) at KCSE or Div. III at KCE or equivalent with P1 Certificate or Diploma in Science Education or KACE with two (2) Principal passes and one (1) Subsidiary **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution.

In addition, the applicants must have obtained grade C (plain) or equivalent in Mathematics at KCSE

Bachelor of Arts /Bachelor of Education (ARTS) – FRENCH

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least B- (Minus) in French at KCSE level

Bachelor of Arts /Bachelor of Education (ARTS) – GERMAN

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least B- (Minus) in German at KCSE level

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Diploma in the following areas of study: 1. Disaster Management 2. Crime Management and Prevention

3. Security Management & Police Studies

Minimum Requirements

Mean grade of C (Plain) at KCSE or Division III or equivalent **OR** Mean grade of C- (Minus) at KCSE or equivalent with a Certificate in relevant field from a recognized institution

Bachelor of Arts: Geography, History, English, Literature, Kiswahili, C.R.E, Islamic Studies, Mathematics, Business Studies. NB:

Three (3) subjects are done in this degree programme.

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least C+ or equivalent in three subjects chosen from English, Kiswahili, Literature, History and Government, Geography, Mathematics, Christian Religious Education, Islamic Religious Education.

Bachelor of Security Management & Police Studies

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent **OR** Mean Grade of C (Plain) with a Diploma (Passed with Credit) in any field of study from a recognized institution with at least two (2) years working experience in a relevant field e.g. Policing, Crime Investigation, Rehabilitation, Security Management **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution

Bachelor of Public Policy and Administration (BPPA)

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least C- (Minus) in Mathematics and C (plain) in English at KCSE **OR** Mean grade of C (Plain) at KCSE or equivalent with at least C- (Minus) in Mathematics and C (plain) in English at KCSE with a Diploma (Passed with Credit) in a relevant field from a recognized institution **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution **OR** Kenya Advanced Certificate of Education (A' Level) with two (2) Principal passes and a credit pass in Mathematics at Kenya Certificate of Education (O' Level).

SCHOOL OF HOSPITALITY AND TOURISM MANAGEMENT

Diploma (Tourism Management)

Minimum Requirements

Mean grade of C (Plain) at KCSE or equivalent with at least grade C- (Minus) in Mathematics and C (Plain) in any three (3) of the following subjects:- Biology/ Biological Sciences, Geography/History, Business Studies/Computer Studies, English/Foreign Languages **OR** Mean Grade of C- (Minus) at KCSE or equivalent with a Certificate in relevant field from a recognized institution

Bachelor of Science (Tourism Management)

Minimum Requirements

Mean grade of C+ (Plus) at KCSE or equivalent with at least C+ (Plus) or equivalent in any three (3) of the following subjects: English/Kiswahili/Foreign Languages; Biology/Biological Sciences; Geography/History; Business Studies; **OR** Mean grade of C (plain) at KCSE or equivalent with a Diploma from a recognized institution

OR Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution

SCHOOL OF BUSINESS

Certificate in the following areas of study: 1. Monitoring and Evaluation 2. Project Management

Minimum Requirements

Mean grade of C- (Minus) at KCSE or equivalent **OR** KCE Division III or its equivalent

Diploma in the following areas of study: 1. Project Monitoring and Evaluation 2. Project Management

Minimum Requirements

Mean grade of C (Plain) at KCSE or equivalent **OR** Mean grade of C- (Minus) at KCSE or equivalent with a Certificate in relevant area from a recognized institution **OR** A holder of KACE with One Principal and One Subsidiary

Bachelor of Commerce: Students will specialize in any of the following areas: Accounting, Finance, Marketing, Human Resource Management, Management Science, Actuarial Science and Procurement and Supply Chain

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least C (plain) in both Mathematics & English. Those with CPA 1 and above will be exempted of C plain in English & Mathematics **OR** Mean grade of C (plain) at KCSE with Diploma in a relevant field from a recognized institution **OR** CPA/CPS Part I **OR** Mean grade of C- (Minus) with Certificate and Diploma in relevant field from a recognized institution **OR** Advanced Level Certificate with two (2) Principal passes and one (1) Subsidiary pass with a credit pass in Mathematics and English at 'O' Level Certificate or Degree from a recognized university

SCHOOL OF ECONOMICS

Bachelor of Economics

Minimum Requirements

Mean grade of C+ (Plus) at KCSE or Equivalent with at least C+ (Plus) or equivalent in Mathematics **OR** Mean grade of C (plain) at KCSE or equivalent with a Diploma in a relevant field of study from a recognized institution with at least C+ (Plus) or equivalent in Mathematics **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field of study from a recognized institution with at least C+ (Plus) or equivalent in Mathematics **OR** At least two (2) Principal passes and one (1) Subsidiary pass at KACE ('A' Level) with at least a credit pass in Mathematics at KCE ('O' Level).

SCHOOL OF PURE AND APPLIED SCIENCES

Bachelor of Science: Mathematics, Biology (Botany/ Zoology), Geography, Physics, Chemistry.

NB: Three (3) subjects are done in this degree programme.

Minimum Requirements

Mean grade of C+ (plus) at KCSE or equivalent with at least C+ or equivalent in three subjects chosen from Mathematics, Physics, Chemistry, Biology (Botany/Zoology) and Geography with at least grade C (Plain) or equivalent in Mathematics at KCSE

SCHOOL OF ENGINEERING AND TECHNOLOGY

Diploma in Information Technology

Minimum Requirements


Mean grade of C (Plain) at KCSE or equivalent with C (Plain) in Mathematics and English **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate in related field from a recognized institution.

Bachelor of Information Technology

Minimum Requirements


Mean grade of C+ (Plus) at KCSE or equivalent with at least C+ (Plus) in Mathematics and C+ (Plus) in English **OR** Mean grade of C (Plain) at KCSE or equivalent with Diploma in Information Technology or related field from a recognized Institution with at least C (Plain) or equivalent in Mathematics at KCSE **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution with at least C (Plain) or equivalent in Mathematics at KCSE

This Advertisement is also available on the University Website: www.ku.ac.ke



Kenyatta University

Digital School of Virtual and Open Learning



SCHOOL OF AGRICULTURE & ENTERPRISE DEVELOPMENT

Bachelor of Science (Agribusiness Management)
Minimum Requirements
Mean grade of C+ (Plus) at KCSE or equivalent with at least C+ in: Mathematics and in any two (2) subjects chosen from the following subjects; Biology, Chemistry, Agriculture or Geography and Economics or Business Studies **OR** Mean grade C (plain) at KCSE or equivalent with a Diploma in a relevant field from a recognized institution. **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in relevant field from a recognized institution **OR** KACE or its equivalent with two (2) Principal passes and one (1) Subsidiary in relevant Science subjects

Bachelor of Science (Agriculture)
1. Animal Science Option
Minimum Requirements
Mean grade of C+ (Plus) at KCSE or equivalent with at least C+ in any three (3) subjects chosen from the following subjects; Biology, Mathematics, Chemistry, Agriculture or Geography or Physics **OR** Mean grade C (plain) at KCSE or equivalent with a Diploma of at least credit pass in a subject related to Agriculture, Environmental Studies, Applied Biology or any other related discipline from a recognized institution. **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in a subject related to Agriculture, Environmental Studies, Applied Biology or any other related discipline in relevant field from a recognized institution.

2. Crop Science Option
Minimum Requirements
Mean grade of C+ (Plus) at KCSE or equivalent with at least C+ in any three (3) subjects chosen from the following subjects; Biology, Mathematics, Chemistry, Agriculture or Geography or Physics **OR** Mean grade C (plain) at KCSE or equivalent with a Diploma of at least credit pass in a subject related to Agriculture, Environmental Studies, Applied Biology or any other related discipline from a recognized institution. **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in a subject related to Agriculture, Environmental Studies, Applied Biology or any other related discipline in relevant field from a recognized institution.

Bachelor of Science (Crop Improvement & Protection)
Minimum Requirements
Mean grade of C+ (Plus) at KCSE or equivalent with at least C+ in any three (3) subjects chosen from the following subjects; Biology, Mathematics, Chemistry, Agriculture or Geography or Physics **OR** Mean grade C (plain) at KCSE or equivalent with a Diploma of at least credit pass in a subject related to Agriculture, Environmental Studies, Applied Biology or any other related discipline from a recognized institution. **OR** Mean grade of C- (Minus) at KCSE or equivalent with Certificate and Diploma in a subject related to Agriculture, Environmental Studies, Applied Biology or any other related discipline in relevant field from a recognized institution.

NB: Diploma holders from recognized institutions may apply for credit waiver in consultation with their respective schools. Credit waiver application forms are obtainable on request when collecting application form or can be downloaded from Kenyatta University website at www.ku.ac.ke.

Undergraduate Programmes	Tuition Fees depending on the programme	Statutory Fees
Art Based	East Africans Kshs. 70,000	Kshs. 22,900
	Non-East Africans Kshs. 87,500	
Science Based, Economics & Commerce	East Africans Kshs. 75,000	Kshs. 22,900
	Non-East Africans Kshs. 93,800	
Diploma	East Africans Kshs. 52,000	Kshs. 22,900
	Non-East Africans Kshs. 65,000	
Certificate	East Africans Kshs. 34,400	Kshs. 22,900
	Non-East Africans Kshs. 43,000	

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MODE OF APPLICATION

(a) Application forms can either be obtained from Kenyatta University, Admissions Block, Room No. 012, Regional Centres located in **Nairobi, Embu, Nyeri, Garissa, Mombasa, Nakuru, Kisumu, Kakamega, Marsabit and Kericho** or be downloaded from Kenyatta University website at www.ku.ac.ke on payment of a non-refundable fee of Kshs. 2,000/- for East Africans and Kshs. 4,000/- for applicants from outside East Africa. This money should be deposited into any one of the following accounts:

Co-operative Bank	-	Account No. 011-2906-246-1400
National Bank of Kenya	-	Account No. 010-0305-915-0801
Equity Bank Limited	-	Account No. 0180290518859
Family Bank	-	Account No. 045000023316

(b) The deadline for submission of application forms is **12th December, 2014**. Duly completed forms should be returned to the Registrar (Academic), Admissions (DSVOL) Section or any of our Regional Centres. Copies of relevant certificates, academic transcripts and original application fee receipt **MUST** be attached to the application form.

ENQUIRIES

For further information please contact:

The Registrar (Academic)
Kenyatta University,
P. O. Box 43844 – 00100
Nairobi


Telephone: 020-8710901/2/3 Extension 57182
Mobile: 0731-008894 (Registrar Academic),
0716-208832 / 0736-244464 (Digital School)
0735-545188 / 0727-771905 (Admissions, Main Campus)

Email: registrar-acad@ku.ac.ke / dean-dsvol@ku.ac.ke / digitalschool@ku.ac.ke

Website: www.ku.ac.ke / www.ku.ac.ke/dsvol
KU Online Chat Forum: <http://chat.ku.ac.ke>

REGISTRAR (ACADEMIC)

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1 Year Anniversary



Harry's Tavern Club - Kayole
Tarehe: 29, Novemba 2014
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APPLICATIONS FOR POSTGRADUATE PROGRAMMES ON VIRTUAL AND OPEN LEARNING MODE OF STUDY FOR JANUARY 2015 INTAKE

Applications are invited from qualified applicants for the following programmes which will be offered from various Digital School of Virtual and Open Learning Centres; **Nairobi, Nyeri, Mombasa, Nakuru, Embu, Kericho, Kisumu, Kakamega, Garissa and Marsabit** beginning January 2015. The entry requirements for each Programme are as shown below:

SCHOOL OF EDUCATION

Department of Educational Communication and Technology

Postgraduate Diploma in Education (PGDE)

Minimum Entry Requirements

Bachelor's Degree or its equivalent from Kenyatta University or any other recognized institution. Applicants should be holders of a Bachelor's Degree with two (2) teaching subjects.

Department of Library and Information Science

a) Master of Library and Information Science b) Master of Science (Records Management and Archives Administration)

Minimum Entry Requirements

Bachelor of Education Degree in related field, with at least Second Class Honours (Upper Division) or equivalent from Kenyatta University or any recognized institution. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

SCHOOL OF BUSINESS

Department of Business Administration

Master of Business Administration (MBA) with areas of Specialization as: Human Resource Management, Entrepreneurship, Marketing, Finance, Strategic Management, Management Information Systems, Project Management.

Minimum Entry Requirements

Bachelor's Degree with at least Second Honours (Upper Division) or equivalent from Kenyatta University or any other recognized university. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

SCHOOL OF HOSPITALITY AND TOURISM

Department of Hospitality Management

Master of Science in Hospitality Management

Minimum Entry Requirements

Bachelor of Science with at least Second Class Honours (Upper Division) in Hotel and Tourism Management or related field from a recognized institution. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Tourism Management

Master of Science in Tourism Management

Minimum Entry Requirements

Bachelor of Science with at least Second Class Honours (Upper Division) in Hotel and Tourism Management or related field from a recognized institution. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

SCHOOL OF AGRICULTURE AND ENTERPRISE DEVELOPMENT

Department of Agricultural Resource Management

Master of Science in Integrated Soil Fertility Management (ISFM)

Minimum Entry Requirements

Bachelor of Science with at least Second Class Honours (Upper Division) degree in Agriculture, Agricultural Resource Management, Dry land Agriculture & Enterprise Development, Agricultural Engineering, Range Management, Horticulture, Environmental Science, Agricultural Education, Plant and Microbial Sciences, Geography or any other equivalent qualification from other institutions recognized by Kenyatta University Senate. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Agricultural Resource Management

Master of Science in Animal Nutrition & Management

Minimum Entry Requirements

Bachelor of Science with at least Second Class Honours (Upper Division) degree in Animal Production and Health Management, Veterinary Medicine, Agriculture, Agricultural Resource Management, Dryland Agriculture, Range Management or any other equivalent qualification from other institutions recognized by Kenyatta University Senate. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Agricultural Resource Management

Master of Science in Dryland Agriculture and Enterprise Development

Minimum Entry Requirements

Bachelor of Science with at least Second Class Honours (Upper Division) degree Agriculture, Agricultural Resource Management, Dryland Agriculture, Animal Production and Health Management, Agricultural Engineering, Range Management, Horticulture, Environmental Science, Agricultural Education, Agricultural Economics, Range Management or any other equivalent qualification from other institutions recognized by Kenyatta University Senate. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Agricultural Resource Management

Master of Science in Land and Water Management

Minimum Entry Requirements

Bachelor of Science with at least Second Class Honours (Upper Division) degree Agriculture, Agricultural Resource Management, Dryland Agriculture, Agricultural Engineering, Range Management, Horticulture, Environmental Science, Agricultural Education or any other equivalent qualification from other institutions recognized by Kenyatta University Senate. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Agricultural Science and Technology

Master of Science in a) Agronomy b) Plant Breeding

Minimum Entry Requirements

Bachelor's Degree with at least Upper Second Class Honours in Agriculture or other related fields from a recognized institution. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Agricultural Science and Technology

M.Sc. Plant Protection in a) Entomology Option b) Pathology Option

Minimum Entry Requirements

Holders if a Bachelors degree with at least a First Class or Upper Second Class Honours in Agriculture or any other related areas from all institutions recognized by Kenyatta University Senate. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Agricultural Science and Technology

M.Sc. Seed Technology & Trade

Minimum Entry Requirements

Holders if a Bachelors degree with at least Upper Second Class Honours in Agriculture or any other related areas from all institutions recognized by Kenyatta University Senate. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Department of Geography

Master of Arts in (a) Agricultural Geography (b) Economic & Industrial Geography (c) Geography of Marketing (d) Transport Geography (e) Urban and Regional Planning (f) Population & Settlement Geography

Minimum Entry Requirements

Bachelor of Arts, Science or Bachelor of Education Degree with at least Second Class Honours (Upper Division) or equivalent from a recognized university and has studied Geography either as a major or regular subject to a degree level. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Geography

Master of Science in (a) Biogeography (b) Climatology (c) Geomorphology (d) Hydrology & Water Resources (f) Integrated Watershed Management

Minimum Entry Requirements

Bachelor of Arts, Science or Bachelor of Education Degree with at least Second Class Honours (Upper Division) or equivalent from a recognized university and has studied Geography either as a major or regular subject to a degree level. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

SCHOOL OF APPLIED HUMAN SCIENCES

Department of Foods Nutrition & Dietetics

Postgraduate Diploma in Nutrition

Minimum Entry Requirements

Bachelor's Degree in Health, Agriculture, Biological Sciences, Foods & Nutrition and related sciences, Bachelor of Education in Home Economics.

Department of Physical and Health Education

Master of Science (Physical and Health Education)

Minimum Entry Requirements

Bachelor Degree in Physical Education or Bachelor of Science in Leisure & Recreation with at least Second Class Honours (Upper Division) from Kenyatta University or any recognized Institution. Postgraduate Diploma in Physical Education from accredited Institutions will be considered. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

Department of Recreation Management & Exercise Science

a) Master of Science (Exercise and Sports Science) Master of Science (Recreation and Sport Management)

Minimum Entry Requirements

Bachelor's Degree with at least Second Class Honours (Upper Division) or its equivalent in Exercise and Sports Science Physical Education, Leisure and Recreation Management or related fields OR Bachelor's Degree with Second Class Honours (Lower Division) in the above areas or its equivalent and minimum of two years work experience. Those with Second Class (Lower Division) may be considered on condition that they have Grade "C" and above in units relevant to their areas of specialization.

This Advertisement is also available on the University Website: www.ku.ac.ke



Kenyatta University

Digital School

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Department of Recreation Management & Exercise Science
Postgraduate Diploma in Sports Administration and Management
Minimum Entry Requirements
Bachelor's Degree or its equivalent from Kenyatta University or any other recognized university.

The programmes are designed to allow students to study independently with minimal tutorial support. The programmes are co-ordinated in the following regional Centres; **Nairobi, Nyeri, Mombasa, Nakuru, Embu, Kericho, Kisumu, Kakamega, Garissa and Marsabit.** This mode of study offers alternatives to qualified applicants who are unable to enroll in Full-time residence programmes.

Programme Fees Per Academic Year			
Postgraduate Programmes	Tuition Fees range depending on the programme		Statutory Fees
Art Based and Postgraduate diplomas	East Africans	Kshs. 90,000	Kshs. 25,400
	Non-East Africans	Kshs. 112,500	
Science Based	East Africans	Kshs. 100,000 – 110,000	Kshs. 25,400
	Non-East Africans	Kshs. 125,000 – 137,000	

DURATION AND PATTERN OF MASTER'S DEGREE COURSES

- The Master's Degree Courses shall extend over a minimum period of eighteen (18) months.
- The courses will be offered by Coursework, Examination and Thesis (or Project where stated)

DURATION AND PATTERN OF POSTGRADUATE DIPLOMA COURSES

The Postgraduate Diploma courses shall extend over a minimum period of one (1) academic year, and will be offered by Coursework and Examination.

MODE OF APPLICATION

a) Application forms can be obtained from Kenyatta University, Admissions Block, Office No. 12 or at the Regional Centres based in **Nairobi, Embu, Nyeri, Mombasa, Nakuru, Kisumu, Garissa, Marsabit and Kakamega** or can be downloaded from our website. Applicants shall pay non-refundable processing fee of **Kshs.2,000/=** for East Africans and **Kshs.4,000/=** for non-East Africans through Bank deposit into any of the following bank accounts:

Co-operative Bank of Kenya - Account No. 011-2906-246-1400
National Bank of Kenya - Account No. 010-0305-915-0801
Equity Bank Limited - Account No. 0180290518859
Family Bank - Account No. 045000023316

b) The deadline for submission of application forms is **12th December 2014**. Duly completed forms should be returned to the Registrar (Academic), Kenyatta University or any of our Regional Centres. Copies of relevant professional and academic certificates and transcripts, Two (2) I'x1' passport size photos and **original** application fee receipt, **MUST** be attached to the application form. (NB: 'O' or 'A' Level Certificate must be attached)

ENQUIRIES

For further information please contact:

The Registrar (Academic)

Kenyatta University,

P.O. Box 43844 – 00100,

NAIROBI

Tel: 020 870 3223 / 3224 / 3225

Mobile : 0731-008894 (Registrar Academic)

0716-208832/0736244464 (Digital School)

Email: registrar-acad@ku.ac.ke / dean-dsvol@ku.ac.ke / digitalschool@ku.ac.ke

Website www.ku.ac.ke/www.ku.ac.ke/dsvol

KU Online Chat Forum :http://chat.ku.ac.ke

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REPUBLIC OF KENYA



MINISTRY OF HEALTH

NATIONAL AIDS CONTROL COUNCIL

KENYA AIDS STRATEGIC FRAMEWORK

2014/15-2018/19 (KASF) OFFICIAL LAUNCH



MESSAGE FROM THE CABINET SECRETARY, MINISTRY OF HEALTH

Accelerating HIV response within the new Governance structure and Vision 2030



JAMES WAINAINA MACHARIA, CABINET SECRETARY, MINISTRY OF HEALTH

In 1999, the government declared HIV and AIDS a national disaster and public health emergency, consequently establishing the National AIDS Control Council (NACC) to lead the multisectoral response to HIV and AIDS. The Council has so far developed and successfully

implemented three Kenya National HIV and AIDS Strategic Plans to date which have provided policy direction and institutional framework to guide the response and ensure that the multisectoral policies and strategies are integrated into core government processes.

HIV continues to pose unacceptable health threats to our nation, burdening households as well as straining national health systems. Through this understanding, the Kenya AIDS Strategic Framework (KASF) exemplifies the firm commitment by key stakeholders to supporting National and County governments deliver better health for all with a focus on cost effective and socially inclusive interventions to prevent and manage HIV and AIDS.

Kenya's HIV prevalence stands at 5.6% for adults aged 15-49 years of age (KAIS 2012), with a HIV burden of 1.6 million HIV infected. However the HIV prevalence disaggregated per county ranges from as low as 1% in some counties to 26% in others while 9 out of 47 counties account for over 60% of the National HIV burden. This is exceptionally high and needs to be contained. This is precisely what the KASF is seeking to address.

The KASF is unique in that it is the first in a series to cater for the two levels of Government in as far as HIV and AIDS Programming in

the country is concerned. In the Vision 2030, health is a priority because improving health is essential to building skilled and competitive workforce and lifting people's living standards. With Health Services as a function of devolved governments, the Counties become the focus of operation and therefore it is expected that the Framework addresses the unique regional and geographical disparities in HIV and AIDS response effectively. It is imperative that no Kenyan is left behind.

I laud the objectives of this fourth generation Strategy we are launching today which are very precise, focused and time bound. It is envisioned that by 2019 we will have reduced new HIV infections by 75% while AIDS related

It is envisioned that by 2019 we will have reduced new HIV infections by 75% while AIDS related mortality will have come down by 25%.

mortality will have come down by 25%. As our critical objectives focus and build on the previous achievements I am confident that we will achieve the objectives of the KASF.

To achieve these objectives by successfully implementing the Framework (KASF) we need resources. The dwindling resources available for HIV Programming call for smarter investments of every shilling where it will have the greatest impact and in the most efficient way.

To mitigate this imminent financing challenge, my Ministry has put in place a sustainable resourcing mechanism for HIV in place.

This Strategic Framework will see Kenya remain a leader in the HIV and Health response. All stakeholders in HIV and Health sector will focus on priority sectors in this Strategic framework for us to achieve our vision of a Kenya free of HIV infections, stigma and AIDS related deaths.

Kenya's HIV prevalence stands at 5.6% for adults aged 15-49 years of age (KAIS 2012), with a HIV burden of 1.6 million HIV infected. However the HIV prevalence disaggregated per county ranges from as low as 1% in some counties to 26% in others."

MESSAGE FROM THE PRINCIPAL SECRETARY, MINISTRY OF HEALTH

Getting To Zero; Reaffirming The Government's Commitment To Delivering The Promise.



DR. KHADIJAH KASSACHOON
PRINCIPAL SECRETARY, MINISTRY OF HEALTH

Kenya has continued to make tremendous strides in the quest to halt the spread and reverse trends in the progression of the AIDS epidemic. This is in line with that the commitment that the Government of

Kenya and Global community made under the Millennium in the year 2000. However, despite the huge gains made in the fight against HIV and AIDS, the AIDS epidemic remain the leading health concern in Kenya, responsible for the most number of deaths and disabilities. HIV and AIDS therefore remain an issue of foremost interest to us at the Ministry of health, not only because it impacts on the other health outcomes but is an issue of critical instrumental value to the general development and welfare of our society.

"HIV and AIDS therefore remain an issue of foremost interest to us at the Ministry of health, not only because it impacts on the other health outcomes but is an issue of critical instrumental value to the general development and welfare of our society."

The Kenya AIDS Strategic Framework 2014/15-2018/19 (KASF) is therefore an important guide that will help steer country's response to HIV, both national and county levels. Over the years, an increasing body of evidence and information regarding the epidemic have become available and as such, am happy to note that this strategic framework will seek to enhance the use of such evidence to addresses the drivers of the HIV epidemic and building on the achievements and lessons learnt from the previous country strategic plans to achieve its goal of contributing to the country's Vision 2030 through universal access to comprehensive HIV prevention, treatment and care. I am glad to note that this strategic framework has also mainstreamed gender and human rights in all aspects of the response planning and service delivery.

I am further delighted to note that this strategic framework will serve as one of the key enablers to the realization of the constitutional guarantees, particularly Article 43 of the Constitution of Kenya 2010. The strategy will thus be the first under the new constitutional dispensation and is in consonance with changing policy

"I am further delighted to note that this strategic framework will serve as one of the key enablers to the realization of the constitutional guarantees, particularly Article 43 of the Constitution of Kenya 2010."

environment for the national HIV and AIDS response but also presents a framework for HIV response at the devolved units of Governance further entrenching the principle of multi-sectoral and decentralized planning.

It is encouraging to note that the strategic framework is driven by Kenya's long-term vision for HIV control by 2030 in line with Kenya's economic and development vision of creating a globally competitive and prosperous nation with a high quality of life by 2030.



REPUBLIC OF KENYA



MINISTRY OF HEALTH

NATIONAL AIDS CONTROL COUNCIL

KENYA AIDS STRATEGIC FRAMEWORK 2014/15-2018/19 (KASF) OFFICIAL LAUNCH



MESSAGE FROM CHAIRPERSON, NATIONAL AIDS CONTROL COUNCIL



PROF. MARY N. GETUI, MBS
CHAIRPERSON, NATIONAL AIDS CONTROL COUNCIL

The Kenya AIDS Strategic Framework (2014/15-2018/19) marks a milestone in the country's response to HIV in the wake of a new constitutional dispensation that has manifested itself in the peoples' desire for change, government accountability and democracy. At the heart of this change is the concept of

devolution of political and economic power to 47 newly-created counties.

In developing this Strategic Framework for the country's HIV response, the National AIDS Control Council (NACC) has taken cognizance of the new governance structure in the country, which requires that we shift the characterization of the HIV response from "crisis management" to "strategic and sustainable" mode. NACC understands the importance of engaging all

"In developing this Strategic Framework for the country's HIV response, the National AIDS Control Council (NACC) has taken cognizance of the new governance structure in the country, which requires that we shift the characterization of the HIV response from "crisis management" to "strategic and sustainable"

stakeholders in developing the KASF and in working together with our collaborators over the last several years, we have been able to register some marked progress in a number of critical areas in our HIV response.

On its part, the Government of Kenya through the Constitution of Kenya (2010) and the Vision 2030, has created an enabling and secure environment that allows the country to build a fair and unified society by addressing some central factors that affect human capital including the health of its population. This Strategic Framework requires that all actors pay particular attention to vulnerable and marginalized groups. This paradigm shift calls for the utilization of social, behavioural, cultural, biomedical, scientific, and technological and implementation science innovative interventions as inputs to make real progress in HIV prevention, treatment and impact mitigation. Further, the Strategic Framework strives to create room for inclusive and coordinated HIV response that essentially initiating a paradigm shift towards making HIV response everybody's business.

With this Strategic Framework, I am confident that we are ready to build on the past achievements and through our new governance structures to reach each and every Kenyan in need of HIV related services. Let us all join hands as we deepen and strengthen our response while seeking innovative ways to sustain our response in all the 47 counties. If we pull together our vision of a Kenya free of HIV infections, stigma and AIDS related deaths will be a reality.

With this Strategic Framework, I am confident that we are ready to build on the past achievements and through our new governance structures to reach each and every Kenyan in need of HIV related services

MESSAGE FROM THE DIRECTOR, NATIONAL AIDS CONTROL COUNCIL



DR. NDUKU KILONZO
DIRECTOR, NATIONAL AIDS CONTROL COUNCIL

It is with great pleasure that we launch the Kenya AIDS Strategic Framework (KASF), which seeks to provide the overarching guiding principles in addressing the HIV and AIDS epidemic in light of Kenya's new administrative arrangement. The 47 County Governments outlined in the Constitution 2010, have a role in the orientation and restructuring our

prevention, care and treatment strategies.

The Strategic Framework for the period 2014/15 to 2018/19, has proved to be an invaluable document for the National AIDS Control Council (NACC) to engage with all stakeholders in a forward looking, inclusive, participatory and consultative process designed to think differently about the country's national and county strategic responses to HIV and AIDS. It gives us the opportunity to review the work we have done, affirm our success, critically review what we could have done better and chart our course for the future.

It gives us the opportunity to review the work we have done, affirm our success, critically review what we could have done better and chart our course for the future.

There have been many rigorous and spirited discussions with all stakeholders around the table – from the Cabinet Secretary, Principal Secretary and Director Medical Services, Ministry of Health; NACC Council members, NACC staff, development partners, public

sector institutions, private sector players, civil society organizations, assorted technical working groups (TWG) Members, faith-based organizations, the youth, Key population representatives, People Living with HIV (PLHIV), Persons with Disabilities (PwD), the elderly and all other stakeholders who have brought their best efforts to bear upon these consultations. In particular other Government Agencies have contributed significantly to these discussions through the Multi-sectoral response. It is from this engagement that we have put forth a vision, setting us on a trajectory that will assure our prominence in the national and international HIV arena by reducing new HIV infections, reducing AIDS related mortality, and reducing HIV related stigma and discrimination and increasing domestic financing of the HIV response. Through thoughtful visioning, we have developed a Strategic Framework that will act as a guide towards a truly multi-sectoral response, strengthening community action and universal access to services.

We wish to acknowledge with deep gratitude the contribution of various partners during the development, review and printing of this document. Specifically, we thank the UN Joint Team on HIV including UNAIDS, UNDP, WHO, ILO, UNICEF, UNWomen, UNFPA, UNODC;

"Through thoughtful visioning, we have developed a Strategic Framework that will act as a guide towards a truly multi-sectoral response, strengthening community action and universal access to services."

the World Bank, the US Government for its support through the President's Emergency Plan for AIDS Relief (PEPFAR) and its agencies USAID, CDC and DOD; the International AIDS Vaccine Initiative (IAVI), Bill and Melinda Gates Foundation (BMGF). We acknowledge the different levels of effort, financial and technical support by Implementing Partners (we cannot all name here).

Given the unwavering support that we have received from all our stakeholders in the development of this Strategic Framework, the National AIDS Control Council renews its commitment to the highest standards of governance and coordination for results.





6th Graduation Ceremony

A PREMIER BUSINESS & TECHNOLOGY
UNIVERSITY OF CHOICE



Theme: Celebrating our past and future in business and technology

A celebration of many years of hard work



Prof. Arthur Eshiwani,
Chancellor

“

I wish to congratulate our graduating Class of 2014. Today, we graduate 1400 students- the highest numbers of students since we became a university”



Prof. Noah O. Midamba
Vice Chancellor

“

As it is our tradition, we are always keen to learn from our students, and get feedback on how to improve our curriculum. Just like my father told me, in any meaningful relationship, you are either teaching or learning”



Prof. Rosemary Maina
Deputy Vice Chancellor

“

I enjoy seeing students grow- it's very rewarding to see students come here- green- unsure of themselves and leave when they are confident professionals”



New elected SAKU members and Professor Midamba during the swearing-in ceremony

Beacon of knowledge impacting the East African region and beyond

Located at Ruaraka along the Nairobi Thika highway and just 15 minutes from the City Centre, KCA University (KCAU) is uniquely positioned to contribute to, and draw from, the strength and diversity of the vast Nairobi metropolis. The University has also been unrelenting in its deliberate effort to establish itself as beacon of knowledge that will impact the East African region and beyond.

KCA University history dates back to 1989, with the establishment of the institution as Kenya College of Accountancy by the Institute of Certified Public Accountants of Kenya (ICPAK) to improve the quality of accountancy and financial management training in the country.

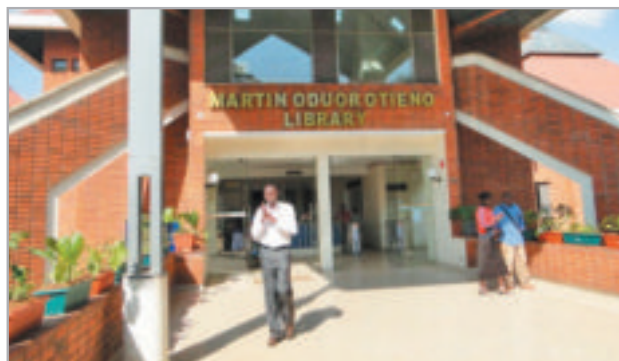
The college was founded after a study conducted by Chart Foulks Lynch CIPFA services of the UK in 1987/88. The study revealed that the Kenyan economy required an additional four hundred qualified Accountants every year. The output of qualified accountants from the training institutions, then, was less than one hundred.

On commencement of its services in 1989, it enrolled 170 students but this number tremendously increased over the years and today, enrolment stands at over 12,000 students annually. To maintain a national outlook, the institution opened campuses in Kitengela,

CBD and Kisumu, and satellite colleges in Amagoro and Gikumene. The dream of converting the college into a university began in 1997. In 2000 the enrolment figures especially in foreign courses indicated an upward growth. KCAU entered into collaboration with Jomo Kenyatta University of Agriculture and Technology (JKUAT) and UNISA University and successfully launched diploma and degree programmes. In 2007, KCA received Letter of Interim Authority from the Commission for Higher Education to become KCA University and the 1st Vice Chancellor was installed.

In 2012, KCA University was approved to receive a Charter from the Commission of Higher Education. The University also launched Research & Extension unit to encourage research and publication amongst faculty, students and other academicians. On 1st March 2013, the university was awarded a charter positioning it on the pedestal of full-fledged universities in Kenya. KCAU is accredited and will continue to offer high quality programmes.

KCA University was the first institution to implement an E-Voting system in 2012. The system was developed by our student Peter Kimanzi



Our award winning library

Our award winning library enhances Distance Learning by ensuring accessibility and availability of e-library or electronic resources (e-books and e-journals) from whichever location 24/7 as long as the student has internet access. The library does this using the EZproxy access and authentication software that facilitates library clients to be authenticated and connected to distinguished, authoritative and current information resources from reputable scholarly global publishers. The library therefore stands tall as a solid partner in strengthening teaching, learning and research in our university.

1st Runners Up for Maktaba, 2012-2014



Voted #2

Placed 8th best overall university countrywide

Best Private University in Kenya

Top 100 in the continent

Webometrics World Ranking of Universities, 2014

www.kca.ac.ke



6th Graduation Ceremony

A PREMIER BUSINESS & TECHNOLOGY
UNIVERSITY OF CHOICE



Theme: Celebrating our past and future in business and technology

Things working positively in our professions thanks to KCA University, say graduates



H.E. Sospeter Odeke Ojaamong,
Governor, Busia County during the signing
in ceremony of MOU with KCA University on
May 19th, 2014

“

KCA University is our university. The university's move to Amagoro, Busia is very timely as it just happened when Busia County is at a take-off time. My Government will allocate bursaries to students from the region who register at KCAU Amagoro Campus.”

KCA University nurtured and supported me to practice the art of marshaling absolute humility, determination and discipline both in academic and social fields, the resultant quotient was a lifetime investment. School fees was a challenge for me as street boy with inadequate means to make my dreams valid. It was a breather when KCA University gave me a bursary as a work study student. I was able to pick myself up and I assembled all known laws of human discipline, hard work and unfathomable commitment and determination in my studies that saw me scoop KASNEB top awards, and my dreams came true. This opened an opportunity that saw me join Chase Bank, where I also founded Impacting Lives Foundation, a charitable organization.

In June 2011 jointly with KCA University School of Professional Programs (SPP), I started “The Accounting Challenge,” a student-driven process that focuses on equipping the learner with skills required to excel in the CPA and ATC exams. Through this, KCA University has not only posted excellent pass rates but has also produced top 10 prize winners in KASNEB



Daniel Irungu ,
Finance Officer, Chase Bank

It is true that KCAU graduates get employed in the first year after graduation. As for me, I got a job in the first three months after completion of my course work. The best decision I have ever made was to join KCA University. The experience at the university built not just my career, but also my character. To say the least, it was unique and very fulfilling. There are nice study facilities like the Martin Oduor Library which is well equipped. The curriculum for the course that I took, Bachelor of Science in Information Technology (BSCIT) has units with high value in the market today such G.I.S. The lecturers are friendly and help the scholars in academic, social and spiritual matters. The course prepared me well to stand out strongly in this largely male-dominated field.



Purity .E. Wambui Mureithi,
Sedgwick Kenya Insurance Brokers, IT Support Executive

I enrolled for ECD Diploma in KCA University in 2012 after Dr. Gudo convinced me to get some training. I completed the level and have now registered for a degree course. I have developed wonderful skills and approach my administrative duties with confidence and professionalism.

Started-1997, Capacity of 951 pupils, Valley View Academy, .The proprietor of Valley View Academy



Moses Sumba

My undergraduate experience at KCA University was a life changing opportunity as it created a career path that has been rewarding and meaningful. The course equipped me with skills to apply my technical competencies to real world issues and ways to find solutions to these issues. The best aspect of the course was definitely the friendly, accessible approach of the instructors and the life-long friendships made with classmates. I apply these skills in my day to day role as a Field Tech Resident at Google's EU Headquarters office in Dublin, Ireland, where I am involved in providing local and remote support of Google's internal tools.



Caroline Muthambiri,
Class 2013 BSc. I.T,
FieldTech Resident ,
Google Ireland

Alumni Association welcomes Class of 2014



Philip Kakai - Chairman,
Alumni Association of KCA
University

The Alumni Association welcomes all who have graduated or completed their courses at KCA University. The objective of our association is to raise the profile of our alma mater through our ideas, time and resources. I am where I am today as a result of the values and education that KCA University invested in me. In turn, I am supporting the university to invest in more people for a better nation. I urge all the alumni of this great university to be proudly and actively involved with KCA University Alumni association. Together we are a formidable force.”



ISSOUOU MAHAMANE, from Niger
My years at KCA University were special. Studying at the university was a recommendation from my family and friends back in Niger, plus, I visited the University website. I can clearly state KCA University helped me with my future ambitions and has been worth every minute. The university offers everything you could possibly need to experience a great study abroad. Speaking from experience the university changed me from a student to become a person I am now.



Graduates well prepared and equipped for the job market



Amb. Prof. Judith Mbula Bahemuka
(PhD, MA, BA)

Message from the Chancellor

It is my great honour and pleasure to preside over the university of Eldoret 2nd Graduation Ceremony. Congratulations to the graduands who have worked tirelessly in ensuring that this day is marked in our academic calendar. Indeed it is clear evidence of your hard work, commitment from the lecturers and unwavering support from your parents, guardians and sponsors have culminated to this celebration today. The role of university education is to develop a cadre of highly qualified manpower equipped with requisite knowledge, skills and attitudes in readiness for the life challenges. I am certain that today, the University of Eldoret has released the best of skills, at-

titudes and a manpower ready to disseminate and impart knowledge to the society. I wish to commend the University Council, Management, Senate and staff for working together in ensuring that these students received a wholesome educational experience that balances theory and practice, moral, mental and physical development. The society looks up to universities to chart the way forward in creating and disseminating knowledge. I wish to assure parents, guardians, sponsors, employers and the general public that our graduates are well-prepared and equipped for the job market with appropriate knowledge, skills and attitudes to positively contribute to our country's development and Kenya Vision 2030. As you leave the gates of University of Eldoret, I wish you God's blessings and protection in the future.

Vision
To be a premier University that is globally visible in knowledge generation and technological innovations

Mission
To provide high quality education and training, in Science, Agriculture and Technology that promotes networking, partnerships and linkages with other institutions and industry

Core Values
*Integrity
Innovativeness
Customer satisfaction
Competiveness
Equity
Responsiveness*

Take advantage of government empowerment programmes to be job creators, graduates urged

Message from the Cabinet Secretary Education, Science and Technology

Congratulations to all those graduating today during the University of Eldoret 2nd Graduation Ceremony. As you venture into the world of work, I urge you to not only be job seekers but job creators by taking advantage of the many opportunities the government has provided to empower youth through the UWEZO Fund and setting aside 30% of business opportunities through government procurement.

The society expects you to exercise responsible citizenship and exhibit patriotism in serving the nation. I urge the graduands to utilize the acquired knowledge in various disciplines to offer innovative solutions to the challenges of nation-building and boost the socio-cultural, economic and political development of this country. The government continues to provide considerable resources for the expansion of the higher education sector in cognizance of education as a human right in the Kenyan Constitution. However, this is not adequate and universities are expected to seek public/private partnerships in the development of infrastructure and attract research



Prof. Jacob Thuranira Kaimenyi,
PhD, FICD, EBS.
Cabinet Secretary, Ministry of
Education Science and Technology

funds to address various challenges. There is need for an appropriate balance between theory and practice to ensure that the programmes offered are responsive to industry and societal needs. My ministry is working closely with the Commission of University Education (CUE) and other stakeholders to ensure that the quality of higher education is not compromised. I thank parents, graduands and sponsors for investing in the education of these graduands. The sacrifice is worthwhile not only for you but the country at large. As I usher these graduands to the world of work, I wish them success in all their endeavours.

Over 2,300 graduands now ready to drive Kenya's development agenda

Message from the Principal Secretary

I am delighted to join you all in the University of Eldoret 2nd graduation ceremony. May I, take this opportunity to congratulate the university and graduands for their determination and hard work that has culminated to this momentous occasion. I note with gratification that the university is releasing a cohort of 2,300 graduands in various disciplines that are an essential human capital to drive Kenya's development agenda Vision 2030. The ministry is determined to ensure the government's commitment to increase access to university education is realized. Deliberate effort has been taken to provide loans to students, support universities with modern equipment for science and engineering workshops, support infrastructure development. I note that the university will also over the next five years, increase investment in its core infrastructural development in order to support robust and



Dr. Belio R. Kipsang,
Principal Secretary
State Department of
Education, Ministry of
Education Science and
Technology

diversified programmes in teaching, research and extension. I urge universities to prudently manage resources to ensure that faculty and students have access to quality teaching and learning and resources. The provision of higher education is highly competitive and it is imperative that the universities establish areas of specialization and competitive advantage. This will avoid excessive duplication of programmes and the consolidation of key human, technical, infrastructure resources to ensure quality teaching. Universities ought to demonstrate its research capabilities in addressing the challenges facing the society. It is not only sufficient to carry out research but more critically to disseminate and share the findings in a manner that is easily understood by the end user. I acknowledge the parents, sponsors and guardians who have supported these young men and women. It is therefore, my pleasure to congratulate the 2014 Class and wish you all the best in your future plans.

Graduands well equipped to face and change the world

Message from Chairman of Council University of Eldoret

On behalf of the University Council, I wish to take this opportunity to congratulate graduands whose hard work we are celebrating today. This graduation ceremony is the epitome of tireless efforts and beginning of challenges outside the University, however, our graduands are well equipped to face and change the world. The market driven, competitive and world class academic programmes offered by University of Eldoret will enable our graduands to fit in various sectors of the economy nationally and internationally. As an institution of higher learning, we are proud of our contribution to the nation's human capital through the training of highly skilled personnel. Investing in education is the single most effective means of reducing poverty. Education empowers humanity and makes the world a better place. I wish to thank parents, guardians and sponsors who have invested in the lives of these young men and women.



Prof. Sarone Ole Sena,
Chairman of Council

I wish to thank the Government of Kenya for the support provided to the university and assure the people of Kenya that the University is committed to producing outstanding graduates and undertake relevant research recognized internationally that makes demonstrable contributions to the development of our country. The university recently launched rust resistant wheat varieties that have been patented by our scientists. Through the annual Agri-business trade fair, research journals and outreach programs the university continues to disseminate information to farmers, entrepreneurs, academia and industry. Our strength in research is evidenced by the wide range of post-graduate courses. I encourage you to come back and further your studies. To the graduands, we expect you to exhibit the excellence knowledge, skills and attitudes you have acquired, but also to love your country and be patriotic. You are all leaving this University with the responsibility as ambassadors of University of Eldoret. My belief is that you have been adequately prepared. I therefore challenge you to go and make a difference to the outside world. Congratulations once again.



Event a celebration of many years of hard work

Message from the Vice Chancellor

On behalf of the University Management Board, Senate, Staff and Students of University of Eldoret, I congratulate our 2014 graduands. This auspicious occasion celebrates their achievement after many years of hard work. It is always gratifying to celebrate the academic success of our students and I am sincerely grateful to the parents, guardians, spouses, friends and sponsors for their unrelenting support and encouragement in making this day a reality. I also wish to express my appreciation to the university lecturers and staff for providing excellent academic and support services on your educational journey. Their commitment and diligence make this University a place of excellence and fine achievements. You are now part of the elite group of graduates in Kenya and the qualifications, you now hold in your hands is the key to the door of your future professional success. It is important to appreciate that the world out there is full of challenges, but



Prof. Teresa A.O. Akenga
Vice Chancellor

there are also opportunities. "Education is not the filling of a pail, but the lighting of a fire". Light up your dreams and ambitions to transform yourselves, your community and the country. As a University, it is our expectation that our graduands will not only demonstrate their academic excellence but also espouse the virtues of humility, honesty, objectivity and tolerance. Such noble attributes will also go a long way in assisting you to realize tangible lifetime goals. The University has continued to produce practical and talented graduates capable of discharging their duties appropriately in various sectors and I am convinced that today's graduands will do the same; building the nation and serving humanity to the best of their ability. The labour markets and technology are changing at an incredible speed. You therefore, need to commit to life-long learning to keep yourselves relevant, useful and satisfied. Congratulations once again to our graduands and I confidently usher you to the world of work and the society.

University renowned for research, science, innovation and technology



Prof. Ruth N. Otunga
Deputy Vice Chancellor
Academic and Student Affairs (ASA)

Message from Deputy Vice-Chancellor Academic & Student Affairs

Congratulations to our 2014 graduands as you celebrate the successful completion of your study. Today marks the end of a long journey of exemplary hard work and opens a door to drive towards a laid foundation. The Academic Division has played a major role in your academic journey by ensuring you received a wholesome educational experience through core and extracurricular activities. May I also congratulate the academic and non-academic staff, parents/guardians, the County and National Government for the support provided to these students. The University of Eldoret has qualified and renowned scientists and professors who are prolific in teaching, research and innovation in line with the Kenya Vision 2030. I am therefore, convinced that we have released to the World the best crop of graduands ready to disseminate knowledge for the technological, socio-cultural, economic and political development of our country. I therefore congratulate each one of the graduands and wish them all the best in their future endeavours.

University committed to producing world-class professionals



Prof. Ezekiel K. Kiprop
Deputy Vice Chancellor
(Administration & Finance)

Message from the Deputy Vice-Chancellor Administration & Finance

As we celebrate the 2nd Graduation Ceremony of the University of Eldoret, I am privileged to welcome you all to this auspicious occasion. I take this opportunity to congratulate all our graduands who have made this day a success. I salute the parents, guardians, sponsor, family and friends who have traveled from far and wide to witness the Graduands success. Thank you for your tireless sacrifice that has contributed to the realization of this occasion. The University of Eldoret Management is committed to developing world class professionals who have the knowledge, skill and attitudes to impact the society positively. May I urge the graduands as they enter the workplace to be innovative and seek opportunities to be wealth and job creators. I am confident that these graduands are competitive due to the excellent professional and academic programmes undertaken. As alumni of this university, I am certain that you will portray a positive image of the University of Eldoret as our ambassadors. Once again Congratulations.

COUNCIL MEMBERS



Prof. Sarone ole Sena,
Chairman of Council



Eng. Peter N. Njeru,
Council Member



Mr. Daniel M. Mutua
Rep. CS, National
Treasury



Mr. Archer Arina,
Rep. PS Ministry of Educa-
tion, Science & Technology



Dr. Musangi J.
Mutua, Council
Member



Mr. Donald, B. Kimutai,
Council Member



Mrs. Alice K.
Mayaka, CBS,
Council Member



Prof. Korwa G.
Adar, Council
Member



Prof. Teresa A.O.
Akenga
Vice Chancellor

SUMMARY GRADUATION LIST
2014 ACADEMIC YEAR

At its second graduation ceremony to be held on the 28th November 2014 (2013/2104 Academic Year) the University will confer degrees and award diplomas to a total of 2,361 graduands as follows:-

SCHOOL	Ph.D	Masters	Under-graduate	Diploma	Total
Agriculture & Biotechnology	4	17	198	171	390
Business & Management Sciences	0	7	49	554	610
Education	0	3	339	205	547
Engineering	0	2	14*	0	2
Environmental studies	8	11	73	0	92
Natural Resource Management	0	4	117	18	139
Science	9	29	523	20	581
Total	21	73	1,299	968	2,361

*The Undergraduate Engineering students are going to graduate at the next Moi University graduation

UNIVERSITY MANAGEMENT BOARD MEMBERS



Prof. Teresa A. O.
Akenga,
Vice-Chancellor



Prof. Ezekiel K. Kiprop
Deputy
Vice Chancellor
(Administration & Finance)



Prof. Ruth N. Otunga
Deputy Vice Chancellor
(Academic & Student
Affairs)



Prof. Paul K. Tarus
Registrar, Academics



Dr. Mary C. Lopokoiyit
Registrar, Planning



Dr. Joseph Koeh
Registrar, Administration



Mr. Hosea Sitienei
Finance Officer



Ms. Joyce Maina
Legal Officer



GRADUATION CEREMONY



DEANS



Dr. Elizabeth Omami
School of Agriculture & Biotechnology



Dr. Robert I. Otuya,
School of Business & Management Science



Dr. Paul O. Odwori
School of Economics



Prof. Patrick Kafu
School of Education



Prof. Emmanuel C. Kipkorir
School of Engineering



Prof. Vincent Sudoi
School of Environmental Studies



Mr. Jacob O. Onyango
School of Human Resource Management



Prof. Lazare Etiegni
School of Natural Resource Management



Dr. Victor K. Kimeli
School of Science



Dr. Kiptoo L. Kiboii
Dean of Students'

DIRECTORS



Dr. Nicholas Makau
Information Communication Technology



Dr. Violet Mugalavai
Industrial Links, Collaboration & Partnership



Dr. Elizabeth Njenga
Postgraduate Studies



Dr. Maurice Okoth
Quality Assurance



Dr. Linnet S. Gohole
Research & Innovation



Prof. Maurice M. Mwamburi
Strategic Planning & Performance Contract



Dr. Grace Cheserek
Eldoret Town Campus



Prof. James Ole Kiyiapi
Resource Mobilization & Strategic Initiative



MOI UNIVERSITY PENSION SCHEME

Congratulations

University of Eldoret

On Your

2ND Graduation ceremony

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"ELDORET'S NEW LANDMARK"

CONSULTANTS:

1. PROJECT MANAGER AND CIVIL/ STRUCTURAL ENGINEERS



Malaba Keya and Partners Ltd,
No. 6 MKP House, Off Nandi Road,
P.O. BOX 6247-30100, Tel +254 53 2060609
ELDORET
e-mail: info@malabakeyaconsultants.com
web: www.malabakeyaconsultants.com

2. PROJECT ARCHITECTS



KENCHUAN ARCHITECTS LIMITED
JAMESON COURT, NGONG ROAD
P.O. BOX 19895 - 00202 TEL: +254 20 8022734
NAIROBI
EMAIL: info@kenchuanarchitects.com

3. PROJECT QUANTITY SURVEYORS



Bunei, Maungu and Associates

Consulting Quantity Surveyors,
Building Economists, Project Managers and Arbitrators
NHC Langata Court Phase 1 Block BI-Flat No. 2B Off Langata Road
P.O. Box 58978, Code 00200 Nairobi, Kenya Telephone: 020-2010797
Fax: 020-2329465 Cellphone: 0722-413796 - Director 0722-216828 - Director
Email: bunei@bunimaungu@yahoo.com

4. PROJECT ELECTRICAL AND MECHANICAL ENGINEERS

DONN CONSULTANTS

BUILDING SERVICES ENGINEERS

Rose Avenue
Waridi Court, off Lenana Rd.
P.O. Box 44114 00100 G.P.O, Nairobi, Kenya
Tel Fax: 2692252 / 2692253/0202692252/3/0717347450
E-mail: donn@donnconsultants.co.ke

5. PROJECT E.I.A AND PHYSICAL PLANNING EXPERTS



**REGISTERED AND LICENCED CONSULTANT
PHYSICAL PLANNERS**
SAKONG HSE, 1ST FLOOR KENYATTA STREET
P.O. BOX 7759 ELDORET. TEL (053) 2030223
Mobile no. 0733-897301 or 0726-496898
Email: simuplan@yahoo.com.

6. MAIN CONTRACTOR



EPCB Builders Ltd. EPCB
BUILDING & CIVIL ENGINEERING CONTRACTORS
P.O.Box 55628 - 00200- Nairobi Cell: 0734 000064, 0734705450
Wireless: 020350421/20 Email: info@epco.co.ke
www.epcobuildersltd.com P.O.Box 42490 MOMBASA. Tom Mboya
Avenue. Cell: 0733710068/69 Email: - epcomsa@epco.co.ke

7. MARKETING AGENTS

7.1 MARKETING AGENT



Regent Management Limited
Regent House - Upperhill Road
P.O. Box 79487 - 00200
Nairobi
Office Tel : (020) 2724545, 2734900
Mobile : 0722-691-641, 0735-990-808
Email: info@regent-mgt.com
Website: www.regent-mgt.com

7.2 MARKETING AGENT



HIGHLANDS VALUERS
NAIROBI OFFICE
Rehani House, 5th Floor (HFCK)
P.O.Box 21735-00505, 10158-00100
NAIROBI
Telephone : 2214975/2245082
Fax : 316337
Email: info@highlandvaluers.co.ke

7.3 MARKETING AGENT



3rd Floor, NHIF Building, Upper Hill
P.O. Box 47155 -00100 Nairobi, KENYA
Tel: +254 20 2713445/6 Cell +254 -02-722 527254
Fax: +254 20 2727491
Email: tererbk@propertylegend.com

7.4 MARKETING AGENT



VillaCare Kenya
P.O. Box 66331 - 00800 New Rehema House,
Sakong House, 1st Floor
P.O.Box 4427, ELDORET
Telephone: 2062186/2031089/0722129521
Fax: 2061107
highlands@africaonline.co.ke
eldoret@highlandvaluers.com

For further inquiries on available sellable space contact project manager using the provided context details



GRADUATION CEREMONY



UNIVERSITY OF ELDORET ACADEMIC PROGRAMMES

SCHOOL OF SCIENCE	
UNDERGRADUATE DEGREES 1. Bachelor of Science (B.Sc.) Options: <ul style="list-style-type: none">MathematicsBotanyPhysicsZoologyChemistry 2. Bachelor of Science in Analytical Chemistry with Computing	MASTERS PROGRAMMES (2 years) 1. Master of Science in Biochemistry 2. Master of Science in Microbiology 3. Master of Science in Mycology 4. M.Sc. Options <ul style="list-style-type: none">Chemistry: Analytical, Organic, Physical, Inorganic ChemistryPhysics: Theoretical Physics, Electronics, Materials Science, Renewable Energy (Photovoltaic and wind)Mathematics: Pure and Applied Mathematics, BiostatisticsZoology: Animal Ecology, Entomology, Parasitology and Animal PhysiologyBotany: Plant Taxonomy, Plant Ecology, Genetics, Plant Physiology and Plant Pathology
3. Bachelor of Science in Microbiology	PhD PROGRAMMES (3 years) <ul style="list-style-type: none">Mathematics: Applied Mathematics, Bio-statisticsZoology: Entomology, Parasitology, Animal Physiology and Animal EcologyBotany: Plant Taxonomy, Plant Ecology, Genetics, Plant Physiology and Plant PathologyPhysics: Theoretical Physics, Nuclear Physics and Renewable Energy and ElectronicsChemistry: Organic, Inorganic, Physical and Analytical Chemistry
4. Bachelor of Science in Applied Animal Laboratory Science	Bridging Courses (8 weeks): Mathematics, Biology, Chemistry and Physics
5. Bachelor of Science in Entomology and Parasitology	
6. Bachelor of Science in Biotechnology and Biosafety	
7. Bachelor of Science in Ethnobotany	
8. Bachelor of Science in Biochemistry	
9. Bachelor of Science in Applied Statistics with Computing	
10. Bachelor of Science in Computer Science	
11. Bachelor of Science in Actuarial Science	
12. Bachelor of Science in Information Technology	
13. Bachelor of Science in Informatics.	
14. Bachelor of Science with Education	
<ul style="list-style-type: none">Biology major with Chemistry/ Mathematics/ Computer Studies/ Geography minorChemistry major with Biology/ Mathematics/ Physics/ Computer Studies minorMathematics major with Chemistry/ Physics/ Computer Studies minorComputer Studies major with Mathematics / Chemistry/ Physics/ Biology minorPhysics major with Chemistry/ Mathematics/ Computer Studies minor	

SCHOOL OF AGRICULTURE AND BIOTECHNOLOGY	
UNDERGRADUATE DEGREES 1. BSc. Horticulture 2. BSc. Seed Science and Technology 3. BSc. Soil and Land use Management 4. BSc. Food Science & Nutrition 5. BSc. Food Operations Management 6. BSc. Apparel and Fashion Design 7. BSc. Animal Science 8. BSc. Agricultural Biotechnology 9. BSc. Agricultural Economics 10. BSc. Agriculture BSc. Agricultural Extension Education	MASTERS PROGRAMMES 1. MSc. Seed Science & Technology 2. MSc. Agronomy 3. MSc. Plant Protection 4. MSc. Horticulture 5. MSc. Soil Science 6. MSc. Community Nutrition 7. MSc. Apparel & Fashion Technology 8. MSc. Dairy Production 9. MSc. Meat Production 10. MSc. Animal Nutrition 11. MSc. Animal Production 12. MSc. Plant Breeding & Biotechnology 13. MSc. Agricultural Economics 14. MSc. Agricultural Extension Education
POST GRADUATE DIPLOMA Post Graduate Diploma in Seed Science and Technology	
DIPLOMA PROGRAMMES 1. Diploma in Agriculture 2. Diploma in Agricultural Extension Education 3. Diploma in Animal Production and Health 4. Diploma in Social Work and Rural Development 5. Diploma in Community Development 6. Diploma in Agricultural Economics 7. Diploma in Food Science and Nutrition 8. Diploma in Horticulture 9. Diploma in Sustainable Agriculture 10. Diploma in Apparel & Fashion Design 11. Diploma in Community Nutrition and Health	PhD. PROGRAMMES 1. PhD. Plant Breeding 2. PhD. Seed Science 3. PhD. Agricultural Entomology 4. PhD. Crop Eco- Physiology 5. PhD. Weed Science 6. PhD. Plant Pathology 7. PhD. Soil Science 8. PhD. Horticulture 9. PhD. Agricultural Economics 10. PhD. Agricultural Extension Education

SCHOOL OF ECONOMICS
Bachelor of Arts in Economics

SCHOOL OF ENVIRONMENTAL STUDIES	
UNDERGRADUATE DEGREE PROGRAMMES(4YEARS) 1. Bachelor of Environmental Studies (Arts)- <ul style="list-style-type: none">Environmental Social Sciences; 2. Bachelor of Environmental Studies (Arts)- <ul style="list-style-type: none">Environmental Planning and Management;Environmental Conservation and Management. 3. Bachelor of Environmental Studies (Science)- <ul style="list-style-type: none">Environmental Biology;Environmental Health;Environmental Hydrology;Environmental Geology;Environmental Meteorology.	MASTERS PROGRAMMES 1. MSc. in Environmental Human Ecology 2. MSc. in Environmental Law 3. MSc. in Environmental Economics 4. MSc. in Environmental Biology 5. MSc. in Environmental Health 6. MSc. in Environmental Planning and Management 7. MSc. in Environmental Monitoring 8. MSc. in Environmental Earth Sciences 9. MSc. in Environmental Information Systems
DIPLOMA PROGRAMMES IN: 1. NGO and Environmental Project Management 2. Environmental Disaster Preparedness and Risk Management 3. ASAL Management 4. Environmental Education 5. Integrated Watershed Management (IWM) 6. Water and Sanitation Management (WASM) 7. Intellectual Property Rights Legislation and Enforcement	PhD PROGRAMMES 1. PhD. Environmental Human Ecology. 2. PhD. Environmental Economics. 3. PhD. Environmental Biology. 4. PhD. Environmental Health. 5. PhD. Environmental Planning and management. 6. PhD. Environmental Monitoring. 7. PhD. Environmental Earth Sciences. 8. PhD. Environmental Information Science. 9. PhD. Environmental Economics 10. PhD. International Law and Environment
SHORT COURSES 1. Environmental Impact Assessment and Audit (IEA) 2. Water, Sanitation and Hygiene education (WASHE) 3. Education For Sustainable development (ESD) 4. Renewable Energy Technologies 5. Environmental Management Training Programme (Jointly hosted with GIMI- Israel)	

SCHOOL OF EDUCATION	
UNDERGRADUATE DEGREES 1. Bachelor of Education (Science) 2. Bachelor of Education (Arts) 3. Bachelor of Education (Technology Education)	MASTERS DEGREE PROGRAMMES 1. M.Ed. (Technology Education) 2. M.Ed. (Science education-Physics, Chemistry, Maths, Biology) 3. M.Ed. (Guidance and Counselling) 4. M.Ed. (Early Childhood & Primary Education) 5. M.Ed. (Educational Technology) 6. M.Ed. (Executive Masters) 7. M.Ed. (Educational Psychology) 8. M.Ed. (Educational Management & Policy Studies) 9. M.Ed. (Educational Foundations) 10. M.Ed (Home science & Technology)
Areas of specialization <ul style="list-style-type: none">Electrical & Electronics TechnologyBuilding and Construction TechnologyPower Mechanics TechnologyMechanical and Auto-motive TechnologyComputer Studies 4. Bachelor of Education (Early Childhood and Primary Education) 5. Bachelor of Education (Special Needs Education) 6. Bachelor of Education (Home science & Technology) 7. Bachelor of Education (Agricultural Education) 8. Bachelor of Education (Physical Education and Recreation)	DOCTORAL DEGREE PROGRAMMES 1. Ph.D (Educational Technology) 2. Ph.D (Early childhood and Primary Education) 3. Ph.D (English Education) 4. Ph.D (Education Psychology) 5. Ph.D (Educational Management & Policy Studies) 6. Ph.D (Science Education)
POST-GRADUATE DIPLOMA IN EDUCATION (PGDE) DIPLOMA PROGRAMME 1. Diploma in Early Childhood and Primary Education (ECPE) 2. Diploma in Education (Arts) Secondary Option	

SCHOOL OF ENGINEERING	
UNDERGRADUATE DEGREES 1. Bachelor of Engineering in Agricultural and Bio-systems Engineering 2. Bachelor of Engineering in Civil and Structural Engineering 3. Bachelor of Engineering in Mechanical and Production Engineering	MASTERS PROGRAMMES 1. Master of Science in Agricultural and Bio-systems Engineering
OPTIONS <ul style="list-style-type: none">Soil and WaterPower & MachineryProcessing Engineering	

SCHOOL OF BUSINESS MANAGEMENT & SCIENCES	
UNDERGRADUATE DEGREES 1. Bachelor of Tourism Management (BTM) 2. Bachelor of Hotel and Hospitality Management (BHM) 3. Bachelor of Travel and Tour Operations Management (BTTM) 4. Bachelor of Business Management (BBM) 5. B.Sc. in Project Planning and Management (PPM) 6. B.Sc. in Entrepreneurship	DIPLOMA PROGRAMMES 1. Diploma in Tourism Management (DTM) 2. Diploma in Hotel and Restaurant Management (DHRM) 3. Diploma in Travel and Tour Operations Management (DTTM) 4. Diploma in Business Management (DBM) 5. Diploma in Entrepreneurship (DE) 6. Diploma in Project Planning and Management (DPPM)
MASTERS PROGRAMMES: 1. Masters in Hospitality Management 2. Masters in Tourism Management 3. Masters in Business Management (Academic)	

ELDORET TOWN CAMPUS	
BACHELOR'S PROGRAMMES 1. Bachelor of Science Agricultural Economics 2. Bachelor of Science Agricultural Extension Education 3. Bachelor of Tourism Management (BTM) 4. Bachelor of Hotel and Hospitality Management (BHM) 5. Bachelor of Travel and Tour Operations Management (BTTM) 6. Bachelor of Business Management (BBM)	MASTERS PROGRAMMES 1. Master of Science in Agricultural Extension Education 2. Master of Science in Agricultural Economics 3. Masters in Tourism Management 4. Master in Hospitality Management 5. Master in Business Management (Academic) Options- Accounting, HRM, Purchasing, Marketing, Strategic management 6. MSc. Environmental Human Ecology 7. MSc. Environmental Economics 8. MSc. Environmental Planning and Management 9. MSc. Environmental Information Systems

8. Bachelor of Science in Project Planning and Management 9. Bachelor of Science in Entrepreneurship 10. Bachelor of Education (Arts) 11. Bachelor of Education (Early Childhood & Primary Education) 12. Bachelor of Environmental Studies (Arts)/ Environmental Planning and Management. 13. Bachelor of Science in Forestry 15. Bachelor of Science in Computer Science 16. Bachelor of Science in Actuarial Science 17. Bachelor of Science in Information Technology 18. Bachelor of Science in Informatics	DIPLOMA PROGRAMMES 1. Diploma in Agriculture 2. Diploma in Agricultural Extension 3. Diploma in Social Work and Rural Development 4. Diploma in Community Development 5. Diploma in Agriculture 6. Diploma in Agricultural Economics 7. Diploma in Food Science and Nutrition 8. Diploma in Tourism Management (DTM) 9. Diploma in Hotel and Restaurant Management (DHRM) 10. Diploma in Travel and Tours Operations Management (DTTM) 11. Diploma in Business Management (DBM) 12. Diploma in Entrepreneurship (DE) 13. Diploma in Project Planning and Management (DPPM) 14. Diploma in Human Resource Management 15. Diploma in Development Studies 16. Diploma in Public relations 17. Diploma in Project Planning and Evaluation 18. Diploma in Education (Arts) Secondary Option 19. Diploma in Education ((Early Childhood & Primary Education) Post-Graduate Diploma in Education (PGDE) CERTIFICATE 1. NGO and Environment project Management 2. Environmental Disaster Preparedness and Risk SHORT COURSES Environmental Impact Assessment Bridging Course in Mathematics
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Application for January 2015 admission to Eldoret Town Campus is ongoing. Forms can be downloaded from www.ueld.ac.ke

Congratulations University of Eldoret



Equity Bank congratulates the graduates, faculty and staff of University of Eldoret as you celebrate your 2nd Graduation ceremony on 28th November 2014. We are glad to partner with you in your efforts to mould the next generation of leaders.

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2014 COMPANY OF THE YEAR AWARDS INCORPORATING THE SME OF THE YEAR AWARDS

THEME: CELEBRATING BUSINESS EXCELLENCE FOR GLOBAL COMPETITIVENESS

How the judging is done

The Kenya Institute of Management developed Organisational Performance Index (OPI) - a business excellence model that drives competitiveness in organisations by inculcating system thinking, continuous improvement based on global standards.

The model sets a minimum score that an organisation must attain to remain competitive. The rating is determined following a rigorous but exciting internal and external assessment process. OPI approach is non-prescriptive, comprehensive, emphasize learning, alignment of processes and support goal-based diagnosis, which is holistic.

The organisation's processes are assessed and combined with its business results using a weighted formula to determine the scores for a set of seven global determinants and sectoral indicators as guided by the following Business Excellence Framework.

In each of the determinant there are specific factors to be assessed in terms of driving competitiveness through a technical and professional analysis as detailed below;

Leadership and Management

This determinant examines how senior /top

leaders create and sustain clear and visible organizational Vision, Mission and Values to guide all the activities of the organization towards sustainable business performance excellence. The determinant also explores relationships between the organization's management, its board, its shareholders and other stakeholders as well the practices of risk management in the whole spectrum of the organization's operations.

Human Resource Focus

The determinant assesses how organization manages, develops and utilizes the full potential of employees in alignment with firm's overall mission, processes, strategies, action plans and prevailing legal and statutory obligations. It also assesses how the organization determines staffing requirements, identifies appropriate competencies and capabilities and how it builds a work environment conducive for high performance.

Customer Orientation and Marketing

Examines how organization uses customer and market information as a means of understanding current and future needs. It also assesses how organization builds

relationships with customers and determines the key factors that lead to customer acquisition, satisfaction, loyalty, retention, business expansion and sustainability. It also examines how organization builds a customer focused culture, manages demand and supply situations, manages competition and plans for the current and future market states.

Financial Management

The determinant examines the financial planning and control systems that an organization has put in place, financial ratio relationships and trends over a three year period. It also assesses how organization measures what it expects to manage and accomplish financially by establishing references and relevant financial tools used plus compliance with relevant statutory and regulatory requirements.

Innovation, Information Technology and Knowledge Management

Focuses on how organization invests in research & development activities that bring added value to the business through innovation. Considers how ICT tools are distributed, integrated, utilized and secured and how the organization captures, stores and shares its knowledge information assets.

Corporate Citizenship and Environmental Focus

The determinant examines how organization is involved in corporate citizenship activities that relate with society and how it contributes to, and improves the quality of life in, the society. It also assesses

the organization's sense of responsibility, sensitivity and responsiveness towards the community and environment (ecological, economic and social), in which it operates, draws resources from and that provides for its sustenance. It also explores how the organization fulfils the "good citizen" conditions imposed by the license to operate granted it's required to add economic value, environmental and social benefits by using the entrusted limited resources in an efficient, effective, innovative and sustainable manner to improve the quality of life of society.

Productivity and Quality

The determinant examines measures undertaken by organisation to improve productivity and quality of its processes and the financial impact of such initiatives

THE 2014 SME OF THE YEAR AWARDS WINNERS

SAFARI PARK HOTEL
21st NOVEMBER 2014

CATEGORY	AWARD WINNER
LEADERSHIP & MANAGEMENT	CUBE MOVERS
HUMAN RESOURCE MANAGEMENT AWARD	TROPIKAL AFRICA BRANDS LTD
CUSTOMER ORIENTATION AND MARKETING	PEWIN CABS
FINANCIAL MANAGEMENT AWARD	CAPITAL SACCO LTD
INNOVATION INFORMATION AND KNOWLEDGE MANAGEMENT	LEAN ENERGY SOLUTIONS
CORPORATE CITIZENSHIP AND ENVIRONMENT	METROPOLITAN HOSPITAL
PRODUCTIVITY & QUALITY	CUBE MOVERS LTD
JUDGES AWARDS	A) IMARIKA SACCO B) AAKI CONSULTANTS ARCHITECTS AND URBAN DESIGNERS C) YEHU MICRO FINANCE TRUST
2014 OVERALL SME OF THE YEAR	CUBE MOVERS LTD

OPI Excellence Model Framework



The Journey to the Company of the Year Award (COYA)

COYA is a prestigious excellence celebration to recognize corporates that have emerged winners in the Organisational Performance Index (OPI). The companies that are feted during the COYA Gala dinner must have shown distinctive performance improvement in leadership and management practices that are integrated into the fabrics of the organizational culture with a clear determination to continuously pursue excellence.

Before an organization is declared The Company of the Year it has to undertake a rigorous but exciting process of OPI which entails numerous activities. Once

the organisation registers, it has to identify a team of OPI champions who will undergo three days training on Business Excellence Programme (conducted monthly).

The training is designed to impart knowledge on seven determinants of OPI (see lead story), self-assessment process and business excellence framework. After the training the OPI champions immediately embark on self assessment of the organization based on OPI tool. This is anchored in KIM's belief that for organisations to drive excellence, they must be helped to build internal capacity in order to get value from the process

The self assessment is a

comprehensive, systematic and regular review by the organisation of its activities and results referenced against a model of excellence. It allows an organisation to identify its strengths and areas in which improvements can be made and results in planned improvement actions that are then monitored for progress.

During the self assessment the organization is guided by the champions as they rate themselves based on clearly defined scoring guidelines. On completion of self assessment, the filled tool and evidence is submitted back to OPI secretariat for Desk analysis in preparation for external/site visit by the OPI assessors.

During both self and external assessment the Existence,

“The companies that are feted during the COYA Gala dinner must have shown distinctive performance improvement in leadership and management practices.”

Implementation and Results (EIR) of the Seven Global Determinants will be ascertained as well as measures of deployment. If the processes are in place, we determine to what extent they are implemented, level of integration and evidence of continuous improvement to promote the learning culture. Lastly, results will establish the effectiveness and efficiency of existing processes and measure trends, current performance and performance within industry and globally. The final value addition to the client is a comprehensive feedback report indicating clearly areas of improvement.



OPI

ORGANISATIONAL PERFORMANCE INDEX

2014 COMPANY OF THE YEAR AWARDS INCORPORATING THE SME OF THE YEAR AWARDS



THEME: CELEBRATING BUSINESS EXCELLENCE FOR GLOBAL COMPETITIVENESS

Celebrating business excellence for global competitiveness

By **MILLICENT MWOLOLO**

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This year's Company of the Year (COYA) Awards ceremony went down in pomp and fanfare at the Safari Park Hotel, Nairobi. The awards, which are the hallmark of excellence in business management saw top firms and chief executives feted as champions of excellence.

The annual 2014 COYA awards ceremony was organized by the Kenya Institute of Management (KIM), in partnership with the Nation Media Group, Chandaria Foundation and the Association of Chartered Certified Accountants.

This was the 15th edition of the annual awards that were launched in 2000, with a view of enhancing organizations' management capabilities and performance excellence.

Crown Paints scooped the Company of Year (COYA) Award, while Cube Movers bagged the Small and Medium Enterprise of the Year (Smoya) Award. Crown Paints Chief Executive Officer Mr. Rakesh Rao bagged the CEO of the Year Award.

Jubilee Insurance bagged two awards in Human Resource Management and Financial

Management for maintaining a leadership role in the face of stiff competition. The insurer's head of human resource department, Mrs. Emily Kamunde, scooped the Manager of the Year Award. The award was introduced in memory of Kirit Dave, a renowned entrepreneur and industrialist. There were a total of 11 awards in COYA and nine in Smoya.

The Chief Guest was ICT Principal Secretary Joseph Tiampati. Other guests included Uchumi Supermarkets CEO Dr. Jonathan Ciano, Kiambu Deputy Governor Gerald Githinji and KIM CEO David Muturi.

According to the panel of judges, this year's survey was very competitive, as over 50 firms had taken part. This is because many business organizations had shown interest in rating themselves against global benchmarks in organizational performance. The jury thus had a field-day assessing the participants against the OPI principles to determine the winners to carry the day.

"We are seeing more companies seeking to subscribe to this global benchmark as they seek to use it to deliver great results for the company and the country," said KIM chief executive officer David Muturi.

The COYA awards ceremony recognizes the best-run corporations in Kenya. This year's awards were rewarding companies as measured through the Organization

Performance Index (OPI). OPI is an assessment tool to rate companies against global business values, which are listed as categories. OPI rates business performance on a scale of 1 to 10, with 10 being the highest score.

COYA recognizes companies that are exceptional when ranked using international best practices like marketing, financial management and corporate citizenship, among other values. This enhances organizations' management capabilities and performance excellence.

COYA uses an assessment tool called Organizational Performance Index (OPI) to rate companies against global best business practices, which are listed as categories. At the moment, there are over 300 companies in Kenya using the OPI tool to improve their businesses, but not all take part in the awards ceremony.

OPI patron Manu Chandaria said the index enabled businesses to improve their processes, products and pricing, making them competitive globally.

Mr. Chandaria, who is also the Comcraft Group chairman, said companies can attain excellence by using global standards like the index and by learning from their peers. "Excellence is a journey, not an event, and it must be the standard" said Mr. Chandaria.

NMG chief executive Linus Gitahi said

embracing OPI would make companies competitive locally and globally. "In order for the country to become net exporters, we need to improve our economies of scale so that we can supply the domestic market and export even more," said Mr. Gitahi. He further added that this would be achieved through efficiency and better pricing of commodities.

The idea for COYA was inspired by the critical need to celebrate the achievements being made and to enhance excellence and integrity in management practices, in order to increase local competitiveness and performance in an increasingly global world. This was in order to give organizations the right tools to win in the tough operating environment enforced by the emerging challenges in the global marketplace.

Since its inception, the number of participating organizations has grown steadily year on year and the COYA process has evolved as the business environment has become more sophisticated. Key milestones include incorporating SMEs into COYA from 2006 and a partnership with IFC in 2008 to launch the KIM Business Awards (KABA). This was in recognition of the vital role played by SMEs as the lifeblood of the economy and the consequent need to assess the performance of SMEs separately from larger organizations,

CONTINUED ON PAGE XX



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4

AT JUBILEE INSURANCE EVERY DAY IS ABOUT EXCELLENCE

Winning 3 Company of the Year Awards proves it!

1. Jubilee Insurance Finance department team receive the **Financial Management Award** at the 2014 COYA awards.
2. Jubilee Insurance CEO and HR team receive the **Human Resource Management Award** at the 2014 COYA awards.
3. Jubilee Insurance HR manager, Mrs Emily Kamunde-Osoro receives the **2014 Manager of the year (KIRIT DAVE AWARD)** at the 2014 COYA awards.
4. Jubilee Insurance CEO Patrick Tumbo leads the staff at the 2014 COYA awards where the insurer received Financial Management and Human Resource Management awards. Jubilee's HR manager Mrs. Emily Kamunde-Osoro was awarded the Manager of the year.



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2014 COMPANY OF THE YEAR AWARDS INCORPORATING THE SME OF THE YEAR AWARDS



THEME: CELEBRATING BUSINESS EXCELLENCE FOR GLOBAL COMPETITIVENESS



Crown Paints bags the coveted Company of the Year (COYA) award

In the words of the famous author Paul Byrant, "Winning doesn't always mean first, winning means you are doing better than you have done before".

Company of the year 2014

The journey to being Company of the year has been long and winding. It is a journey that began as a small outfit in 1958. Today, Crown enjoys an enviable position as East Africa's leading Paint Company with factories, depots, distribution infrastructures and showrooms spread across Kenya, Uganda, Tanzania, South Sudan, Rwanda, Ethiopia and Congo DRC.

The company currently produces over 2.3million litres of paint, and has an impressive turnover of Kshs. 5.3 Billion. It is the only paint company listed in the Nairobi Security Exchange, the largest bourse in East and Central Africa.

Human resource is Crown's largest asset. "In every market where we operate, we recruit only the best candidates, and continuously improve their capacities through trainings and other exposures. We are proud to have an excellent team", says Hussein Ramji, the company's vice chair.

The company has anchored itself along three pillars; quality, innovation and distinction. It has put in place customer-facing systems and structures to ensure total customer delight through products and unique consumer experiences. It is no surprise therefore that in just one evening, Crown became the first paint company in Kenya to win the prestigious Company of the Year Award (COYA), CEO of the year award, Leadership and Management Award, and Productivity and quality award – all which Rakesh Rao, the Group CEO attributed to teamwork and partnerships. "These awards set the pace for transformation of this organization from good to greatness" says Rao.

The award of Company of the year has not been a walk in the park, rather it has been realized through seamless interdepartmental cooperation between the entire Crown family. "We dropped silos a few years ago. We now work together as one closely knit family – like the spinning wheel", says Rao. The company committed resources to customer research to understand emerging trends and put in place structures to make her customers totally satisfied. Backed by the most modern ICT infrastructure, the firm ensured real time flow of information and feedback between all stakeholders. They embraced corporate governance per excellence, and as a corporate citizen gave back to society, as any responsible citizen would, and exceedingly so.

Quality and Productivity

Crown's passion for quality ensures only the best of products are released to the market. All products are subjected to rigorous research and development. The board of directors is clear on one thing; Crown paints have to have low Volatile Organic Compounds (low VOC), must be environmentally friendly. This



Above: Mr Rakesh Rao (Group CEO) - Crown Paints, together with staff in a celebratory mood after bagging the 2014 Company of The Year Award.

philosophy has seen the emergence of innovative products that meet the highest international standards. For instance, Crown Medicyl is an anti-bacterial emulsion that when applied in hospitals, kindergarten and public places fights bacteria, fungi and algae – ensuring healthier environments for

“In every market where we operate, we recruit only the best candidates, and continuously improve their capacities through trainings and other exposures.”

mothers, newborns and children.

"Every company setting the pace must have a success formula that is scientific and measurable" Says Manoj Rana, the team member charged with Kaizen at Crown and who chairs the in house OPI secretariat. The company embraced tools and methodologies for achievement of high level productivity and quality.

Crown Matt Emulsion with Teflon® surface protector, is an initiative by Crown Paints in partnership with United States-based DuPont Chemicals. The move essentially brought to market the first ever Teflon® surface protector ideal for hiding surface imperfections and enhancing wall wash ability. "Crown Paints is the first company in this region to bring Teflon® surface protector to paint consumers in Kenya and which reinforces our commitment to innovation, quality products, and customer satisfaction", says Rao.

In the recent wake of unfortunate fire disasters that cost organizations lives and millions in monetary values, the company

introduced another first in the market; Crown Timonox is a fire retardant paint that slows down the spread of fire to allow for evacuation of persons and emergency fire responsiveness.

In October 2014, Crown introduced Crown Ultraguard silicone paint, using technology from the Wacker Company in Germany. According to Mr Rao, "This unique product is designed to suit the Kenya's diverse weather conditions. It is suitable for the Kenyan environment because it withstands extreme weathers. In addition it gives surprisingly self-cleaning properties, which does not allow dirt to settle on painted surface. These high end (self-cleaning and breathing) properties help in reducing the maintenance cost of building."

Leadership and Management

The citation of Rakesh Rao as CEO of the Year 2014 is clear manifestation of the effective leadership at the helm of the organization. This announcement comes hot on the heels of Mr. Rao's nomination as CNBC's Business

Leader of the year.

This year Crown Paints was among the first manufacturing firms to be awarded, a mark of identity by Brand Kenya Board (BKB). The mark of identity, titled **A Touch of Kenya** was developed by BKB to enhance the competitiveness of Kenya's products and services.

In November 2014, Crown joined a handful of organizations certified with OHSAS 18001: 2007 International standard for Occupational Health and Safety Management Systems that promote healthy and safe working Environments by setting out international best practices – helping organizations manage and control risks, and continuously improve performance. The certification recognizes companies that link business objectives with operating effectiveness.

Mid this year, Crown Paints commissioned a Ksh300million paint factory in Kisumu County, the first of its kind outside Nairobi. The factory will manufacture various paint products and its first production of water based paints is expected to be ready in 2015.

As the market leader, crown has taken manufacturing to retail by investing in state-of-the-art showrooms across East Africa. Described by Waweru Gathecha, Architectural Association of Kenya (AAK) Chair, as the "ultimate designer lab", these showrooms showcase fashion and design. They are manned by qualified interior designers and have visualizers that can be used by customers to simulate room sets before making purchase decisions.

Finally, throughout 2014, Crown Paints Kenya Limited sponsored several CSR opportunities to uplift livelihood of less unfortunate people in the society. From music to arts, environment to education, health and hospitality, Crown Paints took a bold move to invest in unusual sectors. The firm is committed to supporting societies and enhancing the environment in which it operates in.



Patrick Mwati (Finance Director), Rakesh Rao (Group CEO) and Hussein Ramji (Vice Chair) with their four awards.

www.crownpaints.co.ke



THIS IS 4 YOU



AT THE 2014 COYA, WE WON NOT ONE, NOT TWO, BUT FOUR AWARDS - COMPANY OF THE YEAR, CEO OF THE YEAR, LEADERSHIP AND MANAGEMENT, PRODUCTIVITY AND QUALITY. THE ACCOLADES MAY BE OURS, BUT THE GLORY BELONGS TO YOU.



ORGANISATIONAL PERFORMANCE INDEX

2014 COMPANY OF THE YEAR AWARDS

INCORPORATING THE SME OF THE YEAR AWARDS

THEME: **CELEBRATING BUSINESS EXCELLENCE FOR GLOBAL COMPETITIVENESS**



Celebrating business excellence for global competitiveness

FROM PAGE XVII

in order to ensure fair and equitable comparison with peers. The COYA Awards go a long way to promote excellence and integrity in management practices, in order to increase local competitiveness and performance in an increasingly global world. Feedback from participating organizations over the years has informed the drive for continuous improvement to ensure that COYA remains relevant in a fast evolving corporate environment. The adoption of OPI is the way to go for companies intending to maintain a competitive edge in the fast changing world. It equips companies to establish sound business management systems to face competition head on in a dynamic market place where global firms that are fast expanding.



The Metropolitan Hospital staff in a celebratory mood after receiving their Corporate Citizenship and Environment award in the 2014 SME of the Year Awards.

About Organization Performance Index (OPI)

By **MILLCENT MWOLOLO**
mmwololo@ke.nationmedia.com

As an assessment tool, OPI evaluates the strengths and weaknesses of corporates in Kenya. The KIM vision in introducing the OPI is to give organizations an innovative excellence model to enable the development of world class processes and innovation capability. "This will sharpen their competitive edge and enable them to compete and win at a global level. The OPI model is rooted in the COYA assessment process," says David Muturi the Executive Director and CEO of KIM. Muturi emphasized that corporate top leadership needed to work more on their personal excellence as 'that also presents itself in the companies that they lead.' The participating organizations

are assessed on their ability not only to deliver results today but also to build on them year on year by creating a culture which values continuous improvement. The Company of the Year Awards (COYA) is now judged on the basis of the results generated by organizations that have completed the implementation of the OPI process. The approach is driven by a rigorous and consultative process anchored in the concept of Existence, Implementation and Results (EIR). The review process is enriched by practical feedback from participating companies. OPI is benchmarked against world class excellence models such as the Malcolm Baldrige National Quality Award, European Foundation for Quality Management and the Japan Quality Award; amongst others.

THE 2014 COMPANY OF THE YEAR AWARDS WINNERS

SAFARI PARK HOTEL, 21st NOVEMBER 2014

CATEGORY	AWARD WINNER
LEADERSHIP & MANAGEMENT	CROWN PAINTS (K) LTD
HUMAN RESOURCE MANAGEMENT AWARD	JUBILEE INSURANCE
CUSTOMER ORIENTATION AND MARKETING	BRITAM
FINANCIAL MANAGEMENT AWARD	JUBILEE INSURANCE
INNOVATION INFORMATION AND KNOWLEDGE MANAGEMENT	COUNTY PENSION FUND (CPF)
CORPORATE CITIZENSHIP AND ENVIRONMENT	GITHUNGURI DAIRIES
PRODUCTIVITY & QUALITY	CROWN PAINTS (K) LTD
JUDGES AWARDS	A) KENYATTA NATIONAL HOSPITAL B) KENYA ORIENT INSURANCE C) NOTHERN WATER SERVICES BOARD
2014 MANAGER OF THE YEAR AWARD [KIRIT DAVE AWARD]	EMILY KAMUNDE - OSORO HEAD HUMAN RESOURCES - JUBILEE INSURANCE
2014 CEO OF THE YEAR	MR. RAKESH RAO, CEO CROWN PAINTS (K) LTD
2014 OVERALL COMPANY OF THE YEAR	CROWN PAINTS (K) LTD



Fulfilling Lives



Company of the Year Award (COYA) for Innovation, Information and Knowledge Management 2014

There's always a way to do it better, WE FOUND IT

With innovation as the key driver of our business processes, we have been successful in streamlining our service delivery to meet and exceed the expectations of our customers. We can now celebrate together with you, our customer, the COYA Award for Innovation, Information and Knowledge Management achieved as a result of the successful implementation of Innovative Systems at CPF Financial Services.

W. www.cpf.or.ke @CPF_Kenya CPF Financial Services



Metropolitan Hospital
Your Partners in Health



THE 2014 SME OF THE YEAR AWARD WINNER
CORPORATE CITIZENSHIP AND ENVIRONMENTAL FOCUS

Contacts
Metropolitan Hospitals Ltd
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0722207665/0733602114
Email: healthcare@metro-hospital.com
Website: www.metro-hospital.com

Commencing operations in 1995, Metropolitan Hospital Nairobi was started by a group of Kenyan entrepreneurs and professionals on the belief that it was possible to offer high quality cost effective and patient centred healthcare.

The hospital is conveniently located at the heart of Eastlands, next to Buruburu Estate. As of 1996, Metropolitan Hospital was the most equipped hospital in Buruburu. Prior to 1996 for instance, the closest X-ray services from Buruburu was in the City Centre.

The hospital offers comprehensive range of medical services on a 24 hour basis. Services currently offered include; Endoscopy, Laparoscopic surgery, Outpatient, Clinical Laboratory, Diagnostic Imaging, Inpatient, Maternity, Dental and Theatre. The hospital also takes prides as the only hospital in Eastlands with a Doctors plaza that houses resident specialist consultants from various specialities.

Over the years, Metropolitan has made continuous improvements in pursuit of excellence. Among many other quality initiatives, we are subscribers to the HUQAS quality assurance system for lab reports and the SAFECARE program run by Pharmaccess.

Metropolitan has invested a lot in medical equipment, staff and ICT. This led to the Hospital winning KIM Annual Business Awards in ICT for two consecutive years; 2008 and 2009. For the last one year, Metropolitan has been going through a transformation process in physical infrastructure from one storey to six storeys, doubling of bed capacity to 120 beds, introduction of specialised services such as CT Scan, dialysis and HDU. The project will be completed in June 2015.

Whereas the core business of Metropolitan is to offer healthcare services, the hospital believes in, advocates and promotes preventive healthcare. To achieve this, the hospital gives free health talks to corporates and the community in its vicinity on a continuous basis. The hospital has also invested heavily in national healthcare reform initiatives especially in quality assurance, ICT and healthcare financing. In addition, the hospital offers free cleft lip and palate surgeries, as part of its CSR activities. In pursuit of a better Kenya, our staff and directors are encouraged and serve in various voluntary positions ranging from community leadership, school boards, professional associations to national institutions such as the National Economic and Social Council (NESC).

As we do all these, we are dedicated to our Mission of providing quality cost effective healthcare.

Your Partners in Health